Colac Otway Shire
The 50+ Plan
2015-2025
(Phase 1: 2015-2017)

Adopted
24 June 2015

EXECUTIVE SUMMARY

Focus

This 50+ Plan is aimed at all residents aged 50 years and over. It will cover the healthy 'younger-older' people, through to those who require assistance to remain healthy, independent and part of the community, and finally to those who require residential care. It should be understood that at any stage of this 50+ continuum there will be people who are vulnerable and will experience some form of vulnerability, whether over a short or long term.

The 50+ Plan

Most positive ageing plans/strategies focus on the 60+ or 65+ years' age bracket. Colac Otway Shire has decided to take an approach that focuses on an ageing strategy for people aged 50+. Its reasons for doing this are because:

- People will need to work up 70 years by year 2035 due to the incremental rise to the Age Pension age. This will require re-skilling so a transition can be made to 'knowledge work' or less physically demanding roles.
- Many 50+ year olds are in a state of change, both physically and with respect to life circumstances. And as such are more receptive to health messages.
- A large proportion of people in their 50's need to care for frail or ill parents and in some cases an ailing spouse or sibling.
- Many 50+ year olds become grandparents and undertake an early childcare role.
- Many people retire or are forced out of the jobs in their 50's, some after they have worked in the one job for many decades.
- The actions people take in their 50's can contribute significantly in positive and negative ways to how well they live as they age.

- The 50+ population of Colac Otway attend less local events; self-report health as fair or worse; and do far less walking or vigorous activity than those under 50 years[1].
- Target groups for the Commonwealth Home Support Programme through *My Aged Care* include Aboriginal and Torres Strait Islander people 50 years and over who need assistance with daily living to remain living independently at home and in the community[2].

Vision

'Create an age-friendly Colac Otway where the health and wellbeing of older people is enhanced through empowerment, respect, social connectedness, active participation, independence and a good quality of life'.

Colac Otway Shire – An 'age friendly municipality'

The aim of The 50+ Plan is to guide Colac Otway Shire in becoming an 'age friendly municipality', that is a municipality which:

- Provides older residents with housing choice and enables ageing in place.
- Has connected and accessible transport options that support older residents to move around easily and safely.
- Provides opportunities for the elderly to contribute to the community in paid employment or through volunteering.

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[1] S. Savage, S. Bailey, G. Fletcher. (2005). *Development of Community Health, Well-Being and Social Capital for the Colac Otway Shire*. Victorian Department of Human Services/Deakin University/Colac Otway Shire.

[2] Department of Social Services. (March 2015). *Commonwealth Home Support Programme, Programme Manual, Target Groups* (p7). Canberra: Australian Government.

- Provides access to information and appropriate services that enable residents to maintain healthy, active and independent lives.
- Provides accessible spaces (indoor and outdoor) that encourage active use and enjoyment by older residents.
- Recognises/celebrates the diversity of older residents and rejects ageist stereotypes, attitudes and biases.

Priorities/Action Plan

The Plan has a duration of 10 years. This document is Phase 1 of the Plan for the 2015 – 2017 period which coincides with the term of the current Council and the preparation of the next Council Plan. The key priorities of the Plan in these 2 years will be implementing ways Council can better:

- Sign the Age-friendly Victoria Partnership and Leadership Declaration.
- Understand the Shire's older community and aged services profile.
- Engage with and provide formalised approaches for older people to participate in decision making processes around issues that affect them.
- Engage with organisations that provide services to older people.
- Identify how to assist people in preparing for an older age.
- Support older people living in their home and within the community.
- Provide high quality services to older vulnerable residents.
- Provide opportunities for older people to stay active, healthy and connected to their communities.
- Identify and support ways older people have access to suitable accommodation.
- Lead respect for older people.
- Provide support for older people to feel safe and secure.

- Provide a physical environment that encourages use and enjoyment by older residents.
- Provide high quality services to older residents.

The actions that Council will take to implement these key priorities are listed below. The Plan should be reviewed on an annual basis with status reports presented to the Executive Management Team (EMT) and Council. A new 4 year plan should be developed in early 2017 to reflect the progress made in this Plan and the direction required under the next Council for our ageing population.

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1.   Context and Aim

The Colac Otway Shire Council Plan (2013-2017) outlines the Council's vision for the Shire, the challenges facing Council and the goals it aims to achieve. In the section of the Plan titled – Challenges Facing Council, the Plan specifically acknowledges that the Shire's ageing population presents a significant challenge for Council. It goes on to list the areas where the challenges will occur. These areas include:

- Providing community care services.
- Ensuring infrastructure is physically accessible.
- Providing an aged friendly built environment, appropriate housing and accessible transport opportunities.
- Coping with the social implications and economic impact of the potential loss to the workforce of the 'baby boomer' generation.
- Meeting the housing needs of older people over the next five to ten years.

The recently developed Colac Otway Shire Public Health and Well-being Plan outlines Council's priorities and goals with respect to community health and well-being. Five priorities (and their supporting goals and actions) relate to healthy ageing. These priorities are: planning for an ageing population; promoting healthy eating and food security; promoting healthy behaviours; increasing community connectedness; and improving mental health.

The recently produced Colac Shire Access, Equity and Inclusion Plan 2014 (draft) outlines Council's priorities with respect to access, equity and inclusion. All the priorities have relevance to healthy ageing and The 50+ Plan – a commitment to social justice, human rights, access, equity and inclusion; effective communication with the community; strong relationships between providers; a welcoming

community which celebrates diversity; and an accessible, safe built environment.

This document outlines the actions that Council will take from a positive ageing perspective to address the challenges and achieve the goals and priorities of the Council Plan, Health and Well-being Plan and Access and Inclusion Plan listed above. It includes a discussion about the legislative environment and policy context surrounding positive ageing and an outline of the achievements and learnings from the Council's previous positive ageing strategy (2008-2012). It concludes with a set of actions aimed at making Colac Otway Shire an aged friendly community.

Healthy Ageing

Healthy ageing is about enabling older people to enjoy a good quality of life. Healthy ageing strategies should create the conditions and opportunities for older people to have regular physical activity, healthy diets, social relations, participation in meaningful activities and financial security. This involves holistic approaches that address both mental and physical health, as well as a cross-sectoral approach to improve the social determinants of health, such as safe living environments, a flexible pension system and related retirement policies. Healthy ageing can therefore not be achieved through a single initiative, but requires a range of actions and approaches at individual and societal level that work together to achieve this outcome. Healthy ageing also requires a structural paradigm change, as older people must desire and maintain the ability to play an active role in society, while society must in turn encourage and accommodate this.[3]

Healthy ageing is much more than increasing the number of healthy life-years without any activity limitation and disability or disease. It

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[3] healthy and active ageing - A report commissioned by The Federal Centre for Health Education Bundeszentrale für gesundheitliche Aufklärung (BZgA), Brussels, January 2012

has been succinctly defined as the process of optimising equal opportunities for health to enable older people to take an active part in society and to enjoy an independent and good quality of life.[4]

2.   Why The 50+ Plan?

Most positive ageing plans/strategies focus on the 60+ or 65+ years' age bracket. Colac Otway Council has decided to depart from the norm and lower the focus of the strategy to people aged 50+.   Its reasons for doing this are because:

- People will need to work up 70 years by year 2035 due to the incremental rise to the Age Pension age. This will require re-skilling so a transition can be made to 'knowledge work' or less physically demanding roles.
- Many 50+ year olds are in a state of change, both physically and with respect to life circumstances. And as such are more receptive to health messages.
- A large proportion of people in their 50's need to care for frail or ill parents and in some cases an ailing spouse or sibling.
- Many 50+ year olds become grandparents and undertake an early childcare role.
- Many people retire or are forced out of the jobs in their 50's, some after they have worked in the one job for many decades.
- The actions people take in their 50's can contribute significantly in positive and negative ways to how well they live as they age.
- The 50+ population of Colac Otway attend less local events; self-report health as fair or worse; and do far less walking or

vigorous activity than those under 50 years[5].

- Target groups for the Commonwealth Home Support Programme through *My Aged Care* include Aboriginal and Torres Strait Islander people 50 years and over who need assistance with daily living to remain living independently at home and in the community[6].

3.   Methodology

The study methodology involved the following steps:

- Review of the legislative, policy and planning context positive ageing.
- Review of plans developed by other local councils.
- Review of the status of the recommendations in the Shire's Positive Ageing Strategy 2008-2012.
- Consultation with key Council staff about the key priorities that the 50+ Plan should focus on.
- Preparation of the Plan which draws on the findings of the above steps.

4.   Legislative and Policy context

The 50+ Plan is guided and shaped by the following national, state and local government legislation, policies and strategies:

Federal
- National Strategy for an Ageing Australia 2001

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[4] Swedish National Institute of Public Health, Healthy Ageing, A Challenge for Europe, 2007. www.healthyageing.eu

[5] S. Savage, S. Bailey, G. Fletcher. (2005). *Development of Community Health, Well-Being and Social Capital for the Colac Otway Shire*. Victorian Department of Human Services/Deakin University/Colac Otway Shire.

[6] Department of Social Services. (March 2015). *Commonwealth Home Support Programme, Programme Manual, Target Groups* (p7). Canberra: Australian Government.

- Living Longer Living Better – Aged Care Reform
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- A Stronger Fairer Australia 2009
- Human Rights Framework 2010

State
- Victoria's Seniors Participation Action Plan 2014-2019 (*Seniors Count!*)
- Victorian Health and Wellbeing Plan 2011
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Local Government Act 1989
- Victorian Equal Opportunity Act 1995
- Disability Act 2006
- Growing Victoria Together – A Vision for Victoria to 2010 and Beyond
- A Fairer Victoria 2010
- Disability Plan 2013-2016
- Strengthening diversity planning and practice – A guide for Victorian Home Care Services 2011

Local
- Colac Otway Council Plan 2013-17
- Colac Otway Municipal Public Health and Wellbeing Plan 2013-2017
- Colac Otway Positive Ageing Strategy 2008-12
- Colac Otway Shire Access, Equity and Inclusion Plan (Draft) 2015-2025

5.   Some key research documents

A number of Government agencies and peak groups in Australia have undertaken research in the health and well-being of older Australians. The findings and recommendations of these studies can help to inform Council's The 50+ Plan.

Council on the Ageing (COTA) 2014 - Social isolation: Its Impact on the Mental Health and Wellbeing of Older Victorians

This paper summarises COTA's understanding of how being socially isolated can affect mental health and identifies implications for policy and practice in relation to older people. The paper found that the following measures will help to address social isolation among older people:

- Targeted health and well-being programs - nutrition, physical health, emotional well-being and social connection/inclusion programs.
- Agencies partnering together to deliver services.
- Involvement of the elderly in planning, implementing and evaluating programs.
- Greater opportunities for elderly residents to volunteer or be assisted by volunteers.
- Using approaches, methods and models that address local area specific problems and can be delivered locally.

Women's Health Victoria 2009 - Women and Ageing

This document considers the health and wellbeing of older women in Victoria. It found that ageing women had fears of/concerns about the increased likelihood of:

- Being widowed.
- Living alone or in residential care.
- Experiencing financial insecurity.
- Chronic illness.
- Multiple disabilities.
- Elder abuse and violence.

It recommends that governments/agencies do the following to address these fears/concerns:

- Look at measures to enhance economic security for older women.
- Provide support for a National Older Persons Housing Strategy.
- Support a range of specific health measures for older women,

- Develop programs and policies aimed at reducing violence against women in general, and older women, in particular.
- Challenge the stereotypes of ageing and older women.

Seniors Count!

Seniors Count! is an initiative of the Victorian Government which has developed Victoria's Seniors Participation Action Plan 2014-2019.

Seniors Count! will support seniors to:

- Have their voices respected.
- Keep healthy and well.
- Stay active within age-friendly communities.
- Participate in work, learning and life planning.
- Share their skills and contribute to the community.

Monash University Report 2006 – Crash and injury risk of older pedestrians and identification of measures to meet their mobility and safety needs

This report discusses the available literature on older pedestrian safety. The report recommends the following strategies for improving safety for older pedestrians:

- Promoting pedestrian safety programs such as the Victorian 'Walk-With-Care' program.
- Imposing lower speed limits on roads used frequently by elderly pedestrians.
- Providing a safe and comfortable walking environment.
- Ensuring pedestrian crossings are at appropriate safe locations.

6. Colac Otway Shire Positive Ageing Strategy 2008-2012

6.1 Priorities

The priorities outlined in the Shire's Positive Ageing Plan 2008-2012 were as follows:

1. Update the relevant policy platform to confirm Council's commitment to positive ageing.
2. Continue to undertake regional research and planning in conjunction with G21/DHHS[7]/Deakin University.
3. Improve the portrayal of older people in the media and government publications.
4. Provide greater opportunity for intergenerational programs.
5. Work towards provision of an age-friendly built environment.
6. Improve access to transport opportunities throughout the Shire.
7. Improve access to the internet throughout the Shire.
8. Improve access to community events throughout the Shire.
9. Improve access to volunteer opportunities.
10. Improve access to the workforce.
11. Improve communication and marketing of services and opportunities available to older people.
12. Facilitate a more integrated approach to the provision of services and opportunities.
13. Provide a series of consumer wise information sessions and publications.
14. Improve access to appropriate housing.
15. Improve access to health services, especially considering outlying areas.
16. Expand on the provision of health promotion opportunities.

The consultation undertaken with Council staff for The 50+ Plan indicated that these priorities still have currency and importance, in

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[7] Department of Health and Human Services

particular: confirming Council's commitment to positive ageing, providing intergenerational programs, developing an aged friendly physical environment and facilitating a more integrated approach to the provision of services and opportunities.

6.2 Status of Actions

The 2008-2012 Plan contained 40 recommendations. An audit of the current status of these recommendations indicated that around 40% had been fully and partly implemented. The recommendations that were acted on mainly relate to priority 2) an aged friendly environment, 4) intergenerational programs, 8) access to community events and 9) access to volunteer opportunities. Council staff indicated that the recommendations that **had not been acted** on were still important, but to varying degrees.

7. Other Local Government Plans/Practice

The plans of 8 Victorian Councils were reviewed and analysed. The Councils included 3 rural shires, 3 growth municipalities on Melbourne's fringe and 2 metropolitan municipalities. The key findings of the review are as follows:

- All the plans have Positive Ageing Strategy in their titles. Five have words like 'living well' or 'living for life'.
- Some of the plans differ in their definition of ageing or aged. One plan defines ageing or aged as 55+ years, most say 60+ and some 65+. Some do not provide a definition.
- Some Councils are developing comprehensive positive ageing plans with visions, principles, key priorities/goals/ directions, sets of aims or objectives and detailed actions (Nillumbik and Buloke). Others are producing more concise plans that have a number of priorities and objectives (Yarra City, Mitchell Shire). Two plans, Hume City and East Gippsland,

present like summary plans with their contents limited to demographic analysis and an action plan.

- The plans express similar objectives and priorities: - safety and security, accommodation, mobility, transport, services, participation, learning and accessible infrastructure.
- The durations of most of the plans are reasonably short – between 3 and 5 years. Only one plan has a long duration of 10 years.
- The structures of the Plans are reasonably similar – introduction, policy context, consultation findings, key priorities/themes, objectives and actions.
- Some of the plans define Council's role in positive ageing. Hume City says that Council can contribute to positive ageing as a regulator of public health, a provider of community facilities and services, a provider of information and as a shaper, leader, partner and facilitator.
- 5 plans outline formal monitoring requirements and require some form of progress report.

8. An age friendly community

The World Health Organisation defines an Age-friendly City through eight separate but interrelated domains:

- Outdoor spaces and building.
- Housing.
- Transportation.
- Social participation
- Respect and social inclusion.
- Civil participation and employment.
- Communication and information.
- Community and health services.

9.   Consultation

9.1   The ILOP Program

Colac Otway Shire Council was involved in the 'The Improving Liveability for Older People Program' (ILOP). This initiative 'aimed to assist small towns with ageing populations in regional Victoria by building local government and community capacity to plan and deliver projects that will make a positive difference to the quality of life, social participation, health and well-being of older people'.

Council used the ILOP funding to recruit 12 'ambassadors' from small towns and communities across the Shire to engage with their friends and community members about projects that could benefit elderly residents and, if feasible, help to implement these projects.

The programs that were suggested and successfully implemented were as follows:

- The intergenerational program at Beeac Primary School.
- Built environment improvements through a seating programme and the highlighting of defective infrastructure.
- The life storytelling project with U3A.
- A photographic display of positive ageing.
- The Wye River multi-use recreation facility.
- Contributing to the development of a regional transport strategy.
- Seniors' week celebrations.

Recommended projects for future consideration were as follows:

- Making the physical environment more age friendly – safe footpaths, more seating and lighting, improved maintenance of community facilities, provision of heating/cooling in all public buildings.
- Improving transport options:
  - Conduct bus trials on the following routes: (1) Barwon Downs, Forrest, Gerangamete pick up, Colac (door to door options to be explored). (2) Lavers Hill, Beech Forrest, Ferguson, Gellibrand, Kawarren, Colac. (3) Cressy, Beeac, Warrion, Cororooke, Colac
  - Explore options for utilising existing community transport options.
- Providing support to elderly people with the maintenance of the homes and gardens:
  - Explore the feasibility of introducing a shire-wide program where volunteers are engaged to help elderly people with the maintenance of their gardens and houses (in addition to Council's home maintenance program).
- Improving communication with elderly residents and enhancing their IT skills
  - Explore options for seniors to access technology training including local high schools, library and U3A
  - Develop a series of posters aimed at promoting positive ageing
  - Hosting a positive ageing forum during seniors' week to promote opportunities for involvement in activities and programs and information on services and groups.
- The SHARPS (Socially, Healthy, Active, Resilient, Productive Seniors) program.
- Enhancing civic participation and employment opportunities:
  - Provide retraining programs and opportunities for older workers
  - Provide more information and assistance to elderly people on operating small and home based businesses
  - Expand volunteering opportunities for elderly residents.
- Promoting a positive image of ageing:
  - Use internet, radio and other forms of communications to promote a positive image of older people
  - Implement 'come and try' activities
  - Establish the Colac Otway Positive Ageing Network

– Continue to use the Age Friendly/Remote Communities Framework as guide to the providing support to and delivering services and facilities for the Shire's elderly residents.

Note: Ambassadors from the ILOP project will be an integral part of the Healthy Ageing Demonstration project.

9.2   Council Staff

Council Staff were asked to indicate what they think should be the key priorities of the 50+ Plan. They responded as follows:

- Helping residents to plan and prepare for old age.
- Establishing an effective, committed and active aged services network.
- Establishing an effective communications process with the elderly.
- Supporting vulnerable elderly residents.
- Helping the elderly to stay active and involved in community life.
- Promoting a 'positive ageing' image.
- Advocating for a range of accommodation options for the elderly.
- Improving physical accessibility for elderly residents, particularly in the CBD.
- Continuing to provide high quality HACC services to the Shire's elderly residents.

10.   The 50+ Plan

10.1   Vision

 'Create an age-friendly Colac Otway where the health and wellbeing of older people is enhanced through empowerment, respect, social connectedness, active participation, independence and a good quality of life'.

10.2   Colac Otway Shire – An 'age friendly municipality'

The aim of The 50+ Plan is to ensure that Colac Otway Shire can be regarded as an 'age friendly municipality'; that is, a municipality which:

- Provides elderly residents with housing choice and enables ageing in place.
- Has connected and accessible transport options that support older residents to move around easily and safely.
- Provides opportunities for the elderly to contribute to the community in paid employment or through volunteering.
- Provides access to information and appropriate services that enable residents to maintain healthy, active and independent lives.
- Provides accessible spaces (indoor and outdoor) that encourage active use and enjoyment by older residents.
- Recognises/celebrates the diversity of older residents and rejects ageist stereotypes, attitudes and biases.

10.3   Priorities/Action Plan

The Plan has a duration of 10 years. However, the main focus will be on the first 2 years. The key priorities of the Plan in these 2 years will be:

- Sign the Age-friendly Victoria Partnership and Leadership Declaration.
- Understand the Shire's older community and aged services profile.
- Engage with and provide formalised approaches for older people to participate in decision making processes around issues that affect them.
- Engage with organisations that provide services to older people.
- Identify how to assist people in preparing for an older age.
- Support older people living in their home and within the community.
- Provide high quality services to older vulnerable residents.

- Provide opportunities for older people to stay active, healthy and connected to their communities.
- Identify and support ways older people have access to suitable accommodation.
- Lead respect for older people.
- Provide support for older people to feel safe and secure.
- Provide a physical environment that encourages use and enjoyment by older residents.
- Provide high quality services to older residents.

The actions that Council will take to implement these key priorities are listed in Appendix A. The Plan should be reviewed on an annual basis with status reports presented to the Executive Management Team and Council. A new 2 year plan should be developed in late 2016.

Appendix A – Action Plan

Priority 1 – Sign the Age-friendly Victoria Partnership and Leadership Declaration

Action	Who	How	When
Sign the Age-friendly Victoria Partnership and Leadership Declaration	• Council	Council signs the Age-friendly Victoria Partnership and Leadership Declaration.	July 2015

Priority 2 – Understand the Shire's older community and aged services profile

Actions	Who	How	When
Ask older people what they see as important to improve their quality of life and well-being.	• CDPW[8] • Positive Ageing Ambassadors • Victorian Government	Through the Healthy Ageing Demonstration Project	October 2015
Produce a detailed profile of the Shire's aged population, now and projected (say, in 20 years' time).	• MH&CS[9]	Work with the ABS[10] and Council's id Profile information.	June 2016
Conduct an audit of all the services/supports/activities available to older adults.	• MH&CS • OPASS[11]	Seek input from all services/supports/activities to achieve this work.	April 2016
Use the information from the audit to develop an older person's directory.	• MH&CS • OPASS	Produce the directory in hard copy and provide copies for display and reference to relevant agencies. Upload the directory on Council's website and request all relevant agencies in Colac Otway to have a link to the directory on their websites.	June 2016

Priority 3 – Engage with and provide formalised ways for older people to participate in decision making processes around issues that affect them

Actions	Who	How	When
Work with Positive Ageing Ambassadors to establish an older person's advisory group to regularly meet with and inform Council and the Executive Management Team on issues around healthy ageing.	• Positive Ageing Ambassadors • CDPW • Executive Management Team • MH&CS	Develop a Terms of Reference to establish an older person's advisory group for adoption by Council.	July 2015

[8] Community Development Project Worker

[9] Manager Health and Community Services

[10] Australian Bureau of Statistics

[11] Council's Older Person's and Ability Support Service

	• Councillors		
Provide opportunities for older people to participate in decision making processes that will affect them.	• Positive Ageing Ambassadors • Seniors Advisory Committee	Incorporate the Seniors Advisory Group into decision making processes.	August 2015

Priority 4 – Engage with organisations that provide services to older people

Action	Who	How	When
Use the information from the directory of services to list all the organisations in Colac Otway Shire involved in the provision of services and support to older people and develop a process on how older people can inform decision making.	• Council • Local organisations providing support for older people	Hold workshop/s with these organisations to discuss the following: • Effective mechanisms for consulting and communicating with and promoting services to older people. • The merits of establishing a community older persons' service providers' network. • Gaps/deficiencies in service provision and how these gaps can be met.	2016 & 2017

Priority 5 - Identify how to assist people in preparing for an older age

Actions	Who	How	When
Identify current programmes and suitable facilitators which could provide information/sessions for older people on the following topics: • Financial security in old age • Services/support available in old age • Accommodation options – including downsizing, independent living units, residential aged care • Work/volunteering • Grand-parenting • Caring for aged parents • Social, recreation and cultural opportunities • Using electronic/digital equipment/social media • Loss and grieving	• Council • Victorian Government • MAV[12] • COTA[13]	Work with signatories of the Age-friendly Victoria Partnership and Leadership Declaration to develop age-friendly capacity within local communities.	2016 & 2017

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[12] Municipal Association of Victoria

[13] Council on the Ageing

- Companion animals
- Other relevant topics

Priority 6 – Provide high quality services to older vulnerable residents

Action	Who	How	When
In collaboration with local communities and relevant service providers, develop, implement and review individual care plans for these vulnerable residents through the introduction of the Australian Government's My Aged Care Programme.	• OPASS • Local organisations providing support for older people	Transition from the Victorian to the Australian Government's commencement of the My Aged Care Programme.	Commencing July 2016

Priority 7 – Provide opportunities for older people to stay active, healthy and connected to their communities.

Actions	Who	How	When
Implement the Healthy Ageing Demonstration Project, funded by the Department of Health, to explore integrated approaches to Physical Activity, Nutrition, Social Connectedness and Emotional Wellbeing.	• CDPW • MH&CS • Positive Ageing Ambassadors • Victorian Government	Implement the Healthy Ageing Demonstration Project.	November 2015
Encourage employers to retain and hire older adults.	• MH&CS • Victorian Government • MAV/COTA • Local businesses	Deliver an information session for local businesses on the opportunities and challenges presented by an ageing workforce.	April 2017
Identify and promote job training/retraining programs for older adults.	• MH&CS • CDPW • Local businesses	Research retraining and reskilling programs.	October 2016
Promote the benefits of volunteerism for older people.	• MH&CS • G21 Health & Wellbeing Pillar Volunteer Committee • Local businesses	Utilise regional information and materials to promote volunteerism.	2015 & 2016
Explore models of integration and intergenerational programs which could be implemented in Phase 2 of this Plan.	• MH&CS • Positive Ageing Ambassadors		June 2017

Priority 8 - Identify and support ways older people have access to suitable accommodation

Actions	Who	How	When

Explore appropriate housing models which may be suitable for older people within the municipality.	• MH&CS • Planning & Infrastructure • Victorian Government • MAV/COTA	Work with signatories of the Age-friendly Victoria Partnership and Leadership Declaration to specifically explore housing models for the future.	2015 - 2017
Collaborate with local agencies and service providers to ensure that planning processes encourage the development of suitable housing options for older people.	• MH&CS • OPASS • Local organisations/agencies	Meet with local agencies and service providers to understand needs and future directions.	2015 - 2017

Priority 9 – Lead respect for older people

Actions	Who	How	When
Celebrate the positive contribution of older people to the community.	• OPASS • Positive Ageing Ambassadors	Link this to events such as Seniors Week and Senior of the Year Award.	October 2015/16
Implement a 'positive ageing' media campaign to promote respect and inclusion for the elderly and reduce ageism.	• OPASS • Positive Ageing Ambassadors • COTA	Link into the Age-friendly Partnership for promotional material which can be provided locally.	January 2016

Priority 10 – Provide support for older people to feel safe and secure

Actions	Who	How	When
Ensure older people in the community are prepared to respond to emergency situations such as bushfires and heatwaves.	• OPASS • Health Protection Unit • MH&CS	Surveillance and support of clients and appropriate response to warnings.	Ongoing
Encourage community education campaigns that promote driver, pedestrian and mobility scooter awareness and other issues that pertain to older people.	• OPASS • Positive Ageing Ambassadors • U3A	Identify and work with appropriate educators to provide these education campaigns.	November 2015

Priority 11 - Provide a physical environment that encourages use and enjoyment by older residents

Actions	Who	How	When
Ensure that the design of the public realm and community buildings in Colac Otway Sire is age friendly.	• MH&CS • Infrastructure • Planning	• Implement training and distribute information on age-friendly cities. • Include age-friendly design in the future.	2015 - 2017
Continue to redevelop outdoor spaces, where feasible, to make them age friendly through disability access, seats, ramps, shelter/shade, signs,	• MH&CS • Positive Ageing Ambassadors	Implement when the opportunity is evident or the demand is compelling.	Ongoing

mobility scooter charging points etc.

- Infrastructure
- Planning

Appendix B– Other Council Practice/Plans

Council	Title	Years	Content	Discussion
Mitchell Shire	Living for Life – Positive Ageing Strategy	2014-2018	29 page document. Contains introduction, process, consultation findings, policy/strategy context, demographic analysis, key themes, goals and strategic objectives.	The Strategy revolves around 4 key themes– age friendly community, a healthy informed and engaged older population, physical infrastructure which supports positive ageing and changing service needs, circumstances and policy directions. The themes are supported by the following goals: – Encouraging greater community involvement by and social participation and connection with older people – Improving and promoting access to information that supports and enhances the health and well-being of older residents – Ensuring that the needs of older people are incorporated in the planning of new and enhancement of existing physical infrastructure – Monitoring and responding to changing needs, circumstances and policy directions relevant to our older population The goals are supported by 18 strategies. The strategies include: – Reducing the incidence of elder abuse – Celebrating the positive contribution of older people in the community – Promoting access to lifelong learning opportunities – Promoting the design and development of age friendly communities The Strategy stipulates that annual action plans will be developed for each year of the strategy.
Yarra City	River of Life Positive Ageing Strategy Stage 2 – Action Plan 2014-2017	2014-2017	20 page document. Contains policy context, demographic profile, consultation findings, vision, principles, objectives and actions.	The Strategy builds on the River of Life Positive Ageing Strategy 2007-2016. Council's vison is an 'aged friendly' city. It lists 8 underpinning principles: – Older people have a broad range of skills etc to contribute to the community – People are independent and should be able to make their own lifestyle choices – Yarra is a unique and inclusive community and its diversity will inform our directions – Ageing well is strengthened through community participation and social engagement – Access to resources and opportunities is essential to enable older people to age well – Ageing is a development process and people have changing needs and capacities through the different stages The Strategy has 6 key objectives – social connections, active healthy living, supportive environments, ageing in place, lifelong learning and community planning and partnerships. The Strategy requires that the action plan be reviewed on an annual basis and a progress report provided to Council.
Hume City	Draft Positive Ageing Strategy	2014-2024	10 page document and appendices. Contains definitions, demographic analysis, planning framework, consultation outcomes, principles, priority areas and implementation/review.	The Strategy proposes 8 priority areas – transport, social participation, civic participation and employment, communications and information, community support and health services, outdoor spaces and buildings and housing. The Strategy contains a conversation about each of these priority areas and concludes with a 3 year action plan. The action plan contains 28 recommendations. The recommendations include piloting a 'seniors helping seniors' program, establishing intergenerational learning programs, and identifying and promoting job training and retraining opportunities for older adults who remain in the workforce. The Strategy requires that the action plan be reviewed on an annual basis and a progress report provided to Council.

Council	Title	Years	Content	Discussion
Buloke Shire	Positive Ageing Strategy 2013-2019	2013-2019	22 page document and appendices. Contains definition of positive ageing, seniors, age friendly community and ageing in place, demographic analysis, policy context, consultation findings, key, objectives and actions	The Strategy proposes 4 key objectives – access to transport; access to services; information and infrastructure; promoting an independent lifestyle; and partnerships and advocacy. The objectives are supported by 52 recommendations. The recommendations include ensuring seniors have access to healthy ageing and lifestyle resources and building relationships with organisations that provide services to the elderly.
Cardinia Shire	Live Well for Life Positive Ageing Strategy	2012-2015	21 page document. Contains summary, definition of positive ageing, Council's role, policy context, Council's planning framework, demographic profile, consultation findings, priority areas and actions.	The Strategy proposes 4 priority areas – outdoor spaces and buildings, health and wellbeing, social and civic participation/inclusion, transport and housing The priority areas are supported by 20 recommendations. The recommendations include: – Providing an information series about health promotion priority areas and associated support services – Promoting the volunteering database to organisations and community – Educating the community and business about ageism e.g. via newsletters, conversations and business breakfasts etc
East Gippsland	Positive Ageing Strategy Key Directions Statement	2010-2013	9 pages. Contains a demographic analysis, key objectives and goals.	The Strategy lists 9 key objectives and 24 goals. The objectives are housing, social inclusion, service planning, lifelong learning, information and communication, culture, recreation and leisure, access and safety, economic impact and development and health and well-being. The Goals include: – Promoting an inclusive learning community – Providing purposeful volunteering and mentoring opportunities – Identifying the cultural, recreational and leisure needs of an ageing community – Increase capital expenditure on infrastructure to respond to identified mobility needs.
Corangamite Shire	'Getting Better With Age' Positive Ageing Strategy	2007-2012	47 pages. Contains key principles, policy environment, demographic analysis, key issues and challenges, a strategic plan with visions, objectives, strategies and actions	The visions outlined in the Strategy are: – Older people in Corangamite Shire have access to a range of housing options – Older people have access to an affordable and accessible range of transport services – The built environment meets the mobility needs of older people – Older people have access to private transport that assists their mobility needs – Facilities are provided the meet the needs of older people – Older people have access to a range of recreational, cultural and leisure opportunities – Older people in Corangamite are able to enjoy a healthy lifestyle – HACC services meet the need of the frail aged and disabled – All groups are able to participate in the life of the community – Older people in Corangamite are valued members of the community – Older people have a range of options for community involvement and participation – Older people have access to a range of learning opportunities – Corangamite Shire has access to skilled and experienced staff – The community values the contribution that older people make to the local economy – Older people have opportunities for fulfilling employment – Older people have access to an adequate income that meets their needs – Public parks and open are accessible to older people – Older people are actively involved in environmental activities.

Council	Title	Years	Content	Discussion
Nillumbik Shire	'Ageing Well in Nillumbik' Positive Ageing Strategy'	2013-2018	50 pages. Contains a summary, introduction, policy context, demographics, consultation findings, vision, principles, strategic framework and action plan.	Seven guiding principles are outlined in the Strategy. They relate to community engagement, planning, providing support and delivering services. A key principle is: Recognising that chronological age alone is not indicative of the need for support, family and other informal networks are often critical for people to age positively, and there are multiple approaches to live well and age even better. The Strategy lists 4 strategic goals and 12 actions. The goals are: − The elderly are informed about programs, services and options − The elderly are connected to family, friends, neighbours and the wider community − The elderly are supported to make informed decisions to help individuals to live as they choose The actions are listed under 8 categories: resources and information, paid employment opportunities, volunteer opportunities, transportation options, intergenerational opportunities, community connectedness, housing options and safety and security.

Appendix C – Literature Review

DOCUMENTS	SUMMARY
Key Directions for the Commonwealth Home Support Programme: Victorian Department of Health Response July 2014	This document provides examples of some of Victoria's strategies and experiences in relation to the Commonwealth's objectives for the new CHSP. The three main areas of service in the new CHSP are: - Low intensity/low cost service: Short term or ongoing including meals transport, domestic assistant and person care - Clinical/higher cost services: Short term higher intensity basis, long term low intensity or episodic basis. Mainly allied health and nursing - Re-ablement services: Aimed at enabling people to remain in the 'low intensity' stream of service provision in the long term. A number of key strategies were listed in response to the CHSP: - Containing the demand for higher cost services, both in aged care and health systems - Consumer direction to be achieved by integrating feedback from those who will be using the services - Emphasising community and social participation in the programme - Encouraging the integration of aged care and health care systems - The reduction of system fragmentation with a focus on providing facilities which respond to local needs - A greater focus on special needs groups such as faith based groups, people with cognitive impairment and those with mental health issues - Interfacing with home care packages - A focus on creating referral pathways for older people being discharged from hospital - Grant funds in the Aged Care Service Improvement and Health Ageing Grant Funds are to be targeted to a region or subregion rather than an organisation.
Municipal Association of Victoria: Key Directions for the Commonwealth Home Support Programme Discussion Paper	This document provides a response to the CHSP from the MAV. The points of discussion were: - Restorative care: There is a need for focus on a resourced training strategy, investment in allied health and a choice or re-ablement approaches including individualised re-ablement in the program - Client Eligibility Criteria: There would be value in having standardised measures as part of assessment tools to record changes in an individual over time whilst a client of the program - Service Provision: Bigger focus on why the person is seeking the service, the clients characteristics and the circumstances of the person seeking the service - Face to Face Assessment: If there is confidence in the local HACC services, there is potential to move away from this assessment with more clients being referred direct to services based on phone screening - Transition Issues: The Home Support Worker role crosses over between many services types, therefore it is important to tailor this role to each individual client - Community Transport: There needs to be local government involvement in the re-organisation and planning of community transport - Transitioning to the CHSP: Three types of resourcing strategies needed to achieve the transformation including funding recognition, co-ordinated information and resource development and a vision for and process for achieving the objectives of the programme
Australian Institute of Health and Welfare 2014 - Ageing and the Health System: challenges, opportunities and adaptions	This article discusses the concerns that the growing proportion of ageing people will put on public spending, with particular focus on rising health costs as well as the ability of the health system to cater for the demand of the ageing population. The key challenges are: - Changing health profiles - Increased demand for health service use - Rising health costs Responses to an ageing population: - Promoting good health across the lifespan - Enabling health ageing - Supporting socioeconomic participation - Enhancing productivity in health-care diversity

DOCUMENTS	SUMMARY
Women's Health Victoria 2009 - Women and Ageing (Gender Impact Assessment)	This document considers the health and wellbeing of older women in Victoria. Concerns specific to ageing women are an increased likelihood of: - Being widowed, compared to men - Living alone or in residential care - Experiencing financial insecurity - Chronic illness - Multiple disabilities - Using health services - Elder abuse and violence against women - Policy Context and Challenges: - Federal and state governments share responsibility for ageing policy - Ageing is a gendered process, this is not addressed in policy or practice Suggested Gender Analysis Framework: - Gendered Data – Use gendered disaggregated statistics - Gender Impact Assessment – Monitor new and existing policies - Gender Awareness Raising – Understand how policies/programs can lead to discriminatory effects Recommendations: - Gender sensitive policy - Enhancing economic security for older women - Improving access to health services for same sex attracted older women - Support for a National Older Persons Housing Strategy - Support for a range of specific health measures - Inter-sectoral programs and policies regarding violence against women - Adoption of policies on sexuality in aged care settings - Challenging stereotypes of ageing and older women
Council on the Ageing 2014 - Social isolation: Its Impact on the Mental Health and Wellbeing of Older Victorians	This document summarises COTA's understanding of how being socially isolated can affect mental health and identifies implications for policy and practice in relation to older people. This paper summarises: - What is known about social isolation and discusses estimates of its prevalence among older Victorians: It is difficult to measure, due to the stigma associated with admitting loneliness - Risk factors and pathways into social isolation in later life: The risk is determined by individual, social, community and environmental factors. - The relationship between social isolation and mental health - Evidence on effective strategies and interventions to address social isolation - Impacts of current policies and programs on older people living in Victoria who are at risk of or experiencing social isolation and mental health issues: These policies need to be introduced at a local level and should aim to enhance the quality of neighbourhood environments A number of successful participation programs for older adults have been identified: - Using multi-faceted approaches to enhance health and wellbeing, such as nutrition, physical health, emotional wellbeing and social connection - Using collaborative partnership approaches - Involving older adults in planning, implementing and evaluating programs - Using volunteers to run the programs - Having an evidence-base to the development of the program - Using approaches, methods and models that address local needs and fit with existing resources - Utilising a life course approach

DOCUMENTS	SUMMARY
Australian Research Centre in Sex, Health and Society 2014 – A Research Study into the Sexual Assault of Older Women in Australia: Norma's Project	This document aims to increase our understanding of the settings, social contexts and vulnerabilities associated with the sexual assault of older women, and to increase awareness of this issue both within the community and amongst service providers. The strategies for prevention and intervention suggested in the article were: - A focus on education and training strategies: For older women, their families, community awareness and service providers - Sector-wide awareness: For aged care, health and welfare services and police/judicial services - Public policy and procedure: A focus on pre-employment screening and registration of Personal Care Attendants
The Age 2014 – Shocking numbers of elderly women being abused in aged care homes	An article in The Age on Norma's Project, a study into the sexual assault of older women in Australia. This article creates community awareness on this issue, highlighting the increasing frequency of which these incidents are occurring. There is a suggestion that more needs to be done in order to prevent these situations in the future by implementing a register and a 'working with vulnerable people' check on aged care workers.
The Age 2014 – Sexual assault against the elderly frequent but invisible in community: report	An article in The Age raising community awareness on the issue of alleged unlawful sexual contact in Australian aged-care facilities. The article suggests that this type of abuse needs to be considered as highly as that of child abuse, as elderly people are also a vulnerable group in society.
The Age 2014 – Older People are a valuable resource wasted at our peril	An article in The Age suggesting older people are discriminated against when attempting to enter the work force. The article states there is no statistically significant difference between the capabilities of older and younger workers. There needs to be a focus from the federal government to fund the JSA programme to enhance its ability to assist older job seekers.
The Age 2014 – Retiring at 70 will be tough for those who already struggle at age 60	An article in The Age from the perspective of a construction worker who is concerned about the government's plans to raise the retirement age to 70 from 2035, due to the physically demanding nature of his work.
Monash University Report 2006 – Crash and injury risk of older pedestrians and identification of measure to meet their mobility and safety needs	This document discusses the available literature on older pedestrian safety. The paper suggests some strategies to achieve safety for older pedestrians: - The promotion of pedestrian safety programs such as the Victorian 'Walk-With-Care' program - Safer speeds on roads where there is high pedestrian activity, speeds of 30 to 40km/h mean most collisions can be recognised and avoided - Providing a safe and comfortable walking environment - Ensure crossing facilities are at appropriate, safe locations
Age-Friendly Manchester Development Plan 2014 – 16 Summary	The World Health Organisation defines an Age-friendly City through eight separate but interrelated domains: - Outdoor spaces and building - Housing - Transportation - Social participation - Respect and social inclusion - Civil participation and employment - Communication and information - Community and health services Some of the key strategies of Manchester's Age-Friendly Plan are: - Support community projects that increase social participation - Promote a range of volunteering opportunities - Apply an 'ageing lens' to city plans and strategies - Facilitate a range of intergenerational projects - Improve how older people are involved in decisions about their area and services - Publish protocol for involving older people - Review how we communicate with older people
Huffington Post 2014 – What does age-friendly look like?	This article introduces the need for age-friendly efforts to be integrated into urban planning, with the suggestion that this process may be unique for different places around the world.

DOCUMENTS	SUMMARY
Docklands News 2014 – Docklands to take part in age-friendly precinct pilot	This article introduces The Age Friendly Precinct Pilot Program which aims to make Docklands a place more seniors want to visit. The program is being run by the Department of Health, the Seniors Program and the City of Melbourne. The article suggests Dockland has lots to offer old people, such as restaurants, walking tracks and flat landscape. The plan will further improve the area to appeal to older people by potentially providing menus with larger fonts, signage improvements, increasing the availability of taxis and offering discounts for seniors.
Alpine Shire Council 2014 – All-terrain wheelchair to help more people experience the great outdoors	This article introduces the All-terrain wheelchair which has been designed for those with a disability or limited mobility to be able to enjoy the surrounding natural landscapes and national parks in the area.
Age Friendly London Task Force 2012 – A Three Year Action Plan	This document is a plan to create an age friendly London, it was created through consultation with seniors, stakeholders and task force members. The Age Friendly London Task Force was established by City Council. The key focus areas of the strategy are taken from the World Health Organisations key elements of an age friendly city, with strategies including: - Outdoor spaces and building: multi-purpose recreation facilities, improve cleanliness of parks, trails and pathways, improve access to facilities within parks, develop clear signage in outdoor spaces, increase seating in parks and increase the number of community gardens. - Housing: Consult with older adults in relation to the Community Housing Strategy and Investigate and improve awareness of housing options for older adults - Transportation: Encourage older adult participation on the Accessible Public Transit Advisory Committee, improve amenities at bus stops, develop education and training programs for drivers, advocate malls and hospitals to set aside spaces for seniors only parking and investigate and implement traffic calming measures - Social participation: Improve access to and knowledge about facilities available and Improve access to programming and socialising at the neighbourhood level - Respect and social inclusion: Increase the number of intergenerational programs, change the stereotype of seniors and stop ageism, improve recognition and acknowledgement of older adults in the community - Civil participation and employment: Increase quantity and quality of volunteers opportunities for older adults, improve access to employment opportunities for older adults and encourage more older adults to participate in civic affairs - Communication and information: Create a sustainable source for all information related to older adults, improve access to older adult program information, develop and age friendly accreditation program for agencies, organisations and service providers, provide networking opportunities for agencies and organisations that service older adults and engage media to communicate the age friendly message - Community and health services: Improve caregiver support, improve awareness of and access to home care supports so more people can age in place, improve older adults' access to and experience with the healthcare system, raise awareness and access to prevention and education programs
State Library of NSW – Older People and NSW Public Libraries	This document outlines strategies public libraries can adopt to better meet the needs of the ageing population. It includes information on adapting to technology advances, community consultation, culturally and linguistically diverse communities, volunteering and training staff to be age aware.
Australian Library and Information Association 2012 – Standards and Guidelines for Australian Public Libraries	This documents outlines the guidelines for public libraries in Australian, including a section for older people and the relevant collections, service and programs and appropriate technology that needs to be provided.

Colac Otway Shire Positive Ageing Ambassador Program	This document introduces the Ambassadors and strategies for positive ageing in Colac.
	- A retreat was help to discuss aspects and views about positive ageing
	  ➢ From Positive Ageing Strategy Review: Look into case studies of intergenerational programs and learn from these, use internet, radio and other forms of communications to promote a positive image of older people and implement 'come and try' activities
	- Ambassadors facilitated series of workshops, conversations and interviews in the smaller townships to generate community based idea, the key themes across consultations were:
	  ➢ Seating/pathways/lighting, transport, social and community connections, information, succession planning in community organisations, links and networks between community and service providers, managing change in small rural communities and assistance with independent living
	- It is recommended that an Age Friendly Team be formed as part of the Colac Otway Positive Ageing Network
	- It is recommended that the Age Friendly Rural/Remote Communities Framework continue to be utilised in the Colac Otway Shire as framework for Positive Ageing Consultations, Strategies and Activities

DOCUMENTS	SUMMARY

Colac Otway Shire Positive Ageing Ambassador Program	This document outlines the result of an initiative where Council recruited 12 ambassadors from small towns and communities throughout the Colac Otway Shire to talk with their friends and community members and develop projects to benefit older people. The points raised from the consultations were:
	- Outdoor spaces and buildings
	  ➤ Areas of importance listed included provision of open space, footpaths, seating, lighting, maintenance of community facilities, lack of heating/cooling in some buildings, dogs should be on leads at all times and there is a difficulty in finding a meeting place
	- Transportation
	  ➤ Past temporary bus service was terminated due to low passenger number and it was expensive to run
	  ➤ It is recommended that a trial by run on the following routes: (1) Barwon Downs, Forrest, Gerangamete pick up, Colac (door to door options to be explored). (2) Lavers Hill, Beech Forrest, Ferguson, Gellibrand, Kawarren, Colac. (3) Cressy, Beeac, Warrion, Cororooke, Colac
	  ➤ It is recommended that options for utilizing existing community transport options be explored
	- Housing
	  ➤ Some issues that were identified include (1) cost of rates and insurance can make it difficult to stay in and maintain your home. (2) Some people need help cleaning up their yards. (3) Food waste needs to be collected more regularly. (4) Problems with bin lids and wheels
	  ➤ Exploring the possibilities of a working group of able bodied volunteer gardeners to help elderly around town and look at reviving garden groups
	- Respect and Social Inclusion
	  ➤ Successful programs included the intergenerational program and Beeac Primary School, life storytelling project with U3A and supporting a photographic display of sporting memorabilia by the Cressy and District History Group
	- Social Participation
	  ➤ Initiatives include the Wye River multi use recreation facility and women's art studio project
	- Communication and information
	  ➤ Options for seniors to access technology training included local high schools, library and U3A
	  ➤ Other suggestions included local newsletters, developing a series of posters promoting positive ageing and hosting a positive ageing forum during seniors week to promote opportunities for involvement in activities and programs and information on services and groups
	- Civic Participation and Employment Opportunities
	  ➤ A lack of employment and retraining programs and opportunities for older workers was highlighted in rural communities
	  ➤ More information and assistance designed to support small and home based business in a format suitable for older workers was highlighted as a strategy to support rural communities
	  ➤ Volunteering opportunities and options were seen as being available and well supported
	- Community Support and Health Services
	  ➤ Ambassador projects include women's art studio proposal, SHARPS (Socially, Healthy, Active, Resilient, Productive Seniors) program, Multi use recreation facility at Wye River, supporting local historical events, intergenerational schools program, seating in Colac and Apollo Bay, first aid training, transport working group, contributing to exiting information and social inclusion programs, life storytelling project and seniors week celebrations

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