

KOGARAH
CITY COUNCIL



AGEING STRATEGY

April 2013

The City of Kogarah's Ageing Strategy provides a framework for Council and the community to work towards the vision of:

'A City which acknowledges and values the contributions that older people make to our community and that continues to provide opportunity for all ages to live in an inclusive, accessible and vibrant city.'

Arabic

توفر إستراتيجية مدينة كوغرا لكبار السن إطار عمل للبلدية والمجتمع لتحقيق الرسالة الهادفة إلى: أن تكون كوغرا مدينة تعترف بالإسهامات التي قدمها كبار السن لمجتمعنا وتقدرها وأن تواصل توفير الفرص إلى جميع الأجيال للعيش في مدينة جامعة تنبض بالحياة ويسهل العيش فيها.

Chinese

高嘉華（Kogarah）市的長者策略為市政府和社區提供了一個努力實現下列願景的框架：

“承認並重視長者對我們社區所作的貢獻，讓所有年齡的人都有機會在一個互相包容、生活便利、充滿活力的城市中生活。”

Greek

Η Στρατηγική Τρίτης Ηλικίας του Δήμου Κόγκαρα παρέχει στο Δημοτικό Συμβούλιο και το κοινό ένα δομικό πλαίσιο που θα τους διευκολύνει να εργαστούν για να επιτύχουν το όραμα:

“Ένας Δήμος που αναγνωρίζει και εκτιμά την αξία της συμβολής των πιο ηλικιωμένων πολιτών στην κοινωνία και που συνεχίζει να παρέχει ευκαιρίες σε όλες τις ηλικίες να ζουν σε μια κοινωνικά ανοιχτή, προσιτή και σφύζουσα από ζωή δημοτική περιφέρεια.”

Italian

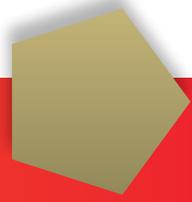
La strategia per l'invecchiamento (Ageing Strategy) del Comune di Kogarah offre un quadro di indirizzo per l'amministrazione comunale e per la comunità mirante all'attuazione della seguente visione:

'Un Comune che riconosce e apprezza il contributo apportato dagli anziani alla nostra comunità e che continua ad offrire l'occasione alle persone di tutte le età di vivere in un territorio comunale inclusivo, accessibile e vibrante.'

Macedonian

Стратегијата за стареење на граѓаните (Ageing Strategy) на Општината Kogarah нуди основа за општината и заедницата да работат кон остварување на визијата за создавање на:

'Град кој им одава признание на постарите лица за вредностите и придонесите кои и ги даваат на нашата заедница и кој ќе продолжи да им нуди можност на граѓаните на сите возрасти да живеат во отворен и динамичен град во чиј живот тие ќе бидат вклучени.'



The City of Kogarah's Ageing Strategy provides a framework for Council and the community to work towards the vision of:

'A City which acknowledges and values the contributions that older people make to our community and that continues to provide opportunity for all ages to live in an inclusive, accessible and vibrant city'.





A Message from the Mayor

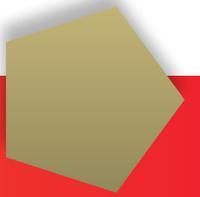
The City of Kogarah's Ageing Strategy recognises the significant contributions that older people have made and continue to make to our community. Council acknowledges that our older residents have a wealth of skills, experience and knowledge and merit our respect and support as they age. This strategy explores the potential challenges and opportunities that Council and the community face as the proportion of people over the age of 60 increases.

Governments both within Australia and internationally are addressing the issue of population ageing in a variety of ways. Local Government is well placed to work with our community, partner organisations and other levels of government to develop a range of policy initiatives to ensure that the health, participation and wellbeing of older people continues to be maximised from now and into the future.

The formulation of this strategy was based on extensive consultations with our residents, local service providers and internal departments within Council. The resulting strategy is a whole-of-Council approach to ageing in the community and is linked to the six key strategic directions in 'Bright Future, Better Lifestyle' the City of Kogarah's Community Strategic Plan.

I would like to take this opportunity to thank our residents and the community organisations that have contributed to the development of the Kogarah City Ageing Strategy. Council looks forward to working with you to ensure a positive outcome for all ages within our community.

Cr Nickolas Varvaris
Mayor





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I. Background

Demographic changes across Australia and within the Kogarah Local Government Area (LGA) indicate a general trend towards an increase in people aged 65 and over as a proportion of the total population. In particular the proportion of people aged 80 and over will be greater than at any other time in history. Whilst the longevity of our population should be viewed in a positive light it will also pose a number of social and economic challenges.

To ensure that Council is planning for the potential impacts of this demographic shift on both internal resources and in the wider community, the need for an Ageing Strategy was recognised and supported by the whole of Council. Additionally, Council has demonstrated an ongoing commitment to seniors through the employment of a dedicated Community Development Officer – Aged & Disability, community grants programs, provision of parks and recreational facilities and ongoing collaborations and partnerships with service organisations that support older people. This document assists all departments within Council, to consider the potential impacts on future program delivery across all Council services and facilities as a result of population ageing.

The Ageing Strategy has been designed to align with Councils existing Integrated Planning and Reporting framework, with the key priorities aligned to the key strategic directions and goals outlined in the Community Strategic Plan 'Bright Future, Better Lifestyle' and corresponding Delivery and Operational plans. The document provides a framework from which Council, the community and other stakeholders can work collaboratively towards ensuring that the needs and aspirations of older people are recognised and addressed.

I.1 How this strategy was developed

To ensure that this strategy encompassed the needs of our local community and the key policy trends at state, national and international levels extensive consultations and literature reviews were conducted.

Council is committed to ongoing dialogue with our community and as such a number of consultations were undertaken with both residents and service providers from 2009 through to 2012 as part of developing the Ageing Strategy. This valuable information has been utilised in developing this strategy, notably in the identification of key issues affecting older people, formulation of appropriate strategies to address these needs and documentation on current initiatives and programs within the wider community that contribute to ensuring that Seniors continue to be supported in living healthy and enriched lives.

This strategy was designed to take a ‘whole of Council approach’ and as such internal departments within Kogarah City Council considered how their programs or services currently impact upon older people and possible future responses to the changing needs of the population.

Further details about consultations undertaken during the development of this strategy are outlined at Appendix A¹.

1.2 Implementation

The Ageing Strategy is an important supporting document to Council’s existing integrated planning framework (Community Strategic Plan, Delivery Plan, Operational Plan and Resourcing Plans). The implementation of this strategy and other specialised community plans and documents is through key actions within Council’s 4-year Delivery Plan.

Each business unit within Council will use the Ageing Strategy in conjunction with existing integrated planning documents to plan and develop specific programs and initiatives that will be undertaken on an annual basis to work towards achieving the strategies and goals contained within this document.

Council is required to review and report on progress of the Delivery and Operational Plans through the ‘End of Term Report’. This report outlines Council’s progress in the implementation and effectiveness of the Community Strategic Plan over the four years of a council term. A complete list of Council’s achievements for each year can be found in Council’s Delivery Program and Operational Plan Progress Reports. Additionally, further measures of our progress are contained in Council’s Annual report and Council Working Party Reports.



¹ Kogarah City Council wishes to acknowledge the contribution to this strategies policy context section by Jenny Bray Consulting.

Council has a range of strategies, policies and plans that contribute to the goals and projects outlined within Council's Delivery Program and Operational Plan. The diagram below illustrates the integration of these documents to Council's reporting framework.



1.3 Defining the 'Older Person'

Within the community and different government departments there is wide range of age ranges attributed to the definition of 'Senior' or 'Older Person'. Many older people's healthy mind set still feel that they are 'young at heart' and do not perceive the self as 'old' or 'aged'. A survey of residents²illustrated this, with a majority of respondents stating that a person was 'aged' from the age of 70 and over. Within government, individuals may apply for a *Seniors Card* from the age of 60 but are not eligible for the aged pension until 65.

The Australian Bureau of Statistics categorises older people into four different types of service groups:

- Older workers and pre-retirees (50 to 59) who are still engaged with paid work and who may be planning for age related transitions or life changes.
- Empty Nesters and retirees or *Young old* (60 to 69) who are generally still independent, healthy and active in the community.

- Seniors or *Middle Old* (70 to 84) who may begin to face health and mobility issues and possible loss of a partner. A large portion of this age group remains active and involved in the community.
- Frail Aged or *Advanced Years* (85 and above) often require higher levels of support services and may face reduced incomes from utilisation of superannuation or other financial resources.

Council recognises that 'older people' are not a homogenous group and that a broad spectrum of expectations exists depending upon age, cultural background and life experience. For the purposes of this strategy the term 'older person' or 'senior' will be applied to age 60 and above unless otherwise specified.



2. Policy Context

The importance of planning for a community that will have an increasing percentage of people aged 65 and over has been of concern to all levels of government for a number of years. Both the Commonwealth government and the NSW State government have developed ageing strategies that have been influenced by international policy responses. This commitment by governments to explore the challenges and opportunities that will arise from this demographic shift will ensure that appropriate strategies are established to address the needs of older Australians both now and into the future.

2.1 International

The United Nations has recognised the social, political and economic importance of planning for ageing populations through the development of a number of significant policy documents.

*'The Madrid International Plan on Action on Ageing'*³ outlines three key policy directions; older persons and development; advanced health and well-being into old age; and enabling supportive environments. These directions include policy areas such as labour participation, physical and mental health, positive images of the elderly and safety for older people.

The World Health Organisation (WHO) further developed these principles through the concept of 'Active Ageing' and the built environment in the report *'Global Age-Friendly Cities: A Guide'*.⁴ The term 'Active Ageing' expresses the need for individuals to:

'realise their potential for physical, social and mental well being throughout the life course and to participate in society according to their needs, desires and capacities, while providing them with adequate protection, security and care when they require assistance'.

The WHO framework highlights the importance of providing the right environment, both physically and metaphorically that allows people to age well across all life stages. Detailed information is provided regarding the importance of policy development, infrastructure and services for older citizens in the following areas:

- Outdoor spaces and buildings
- Transportation
- Housing

3 World Health Organisation, 2002. 'Active Ageing – A Policy Framework', accessed from website 12 October 2012, http://whqlibdoc.who.int/hq/2002/WHO_NMH_NPH_02.8.pdf

4 Who – World Health Organisation, 2007. 'Global Age-Friendly Cities: A guide', accessed from website 12 October, 2012, http://www.who.int/ageing/publications/global_age_friendly_cities_guide_english.pdf

- Social participation
- Respect and social inclusion
- Civic participation and employment
- Communication and information
- Community and health services

This information has relevance to Local Government in its areas of responsibility or influence in the development of outdoor spaces, transport, social inclusion and communication.

2.2 Australian Government

The Australian Governments '*National Strategy for an Ageing Australia, 2002*⁵' emphasises the importance of all levels of government, business and the community to work together to address the needs of an ageing population. A number of principles underpin the strategy including:

- All Australians, regardless of age, should be able to continue their social and economic participation;
- Public programs on ageing should supplement rather than supplant the role of individuals, their families and communities; and
- A strong evidence base should inform policy responses.

There continues to be regular and ongoing policy responses from the Commonwealth government in relation to ageing and can be broadly categorised into three priority areas:

- Older persons and development – development of strategies addressing the future financial needs of older people through such areas as superannuation and mature age employment. The importance of lifelong learning, training and volunteering is focused on in a variety of policy initiatives.
- Advancing health and wellbeing into older age – includes preventative and chronic health care programs and services and associated financial assistance. Recognition of the need to ensure that access to health and aged care services are inclusive and equitable.
- Enabling and support environments – provision of support to older people and their carers through a range of government programs and financial benefits, such as: National Respite for Carers, Home and Community Care Program (HACC) and Commonwealth Disabilities Assistance package.

Recently there have been significant policy shifts and reforms in the aged care sector. The policy document 'Living Longer: Living Better' (2012) addresses the need for a range of innovative services that allow for greater numbers of older people to remain living in their homes. The policy also addresses the need to strengthen means testing in the future to achieve financial sustainability and to improve the support options available to people of Culturally and Linguistically Diverse (CALD) and Indigenous background.

This will have implications for local communities with greater numbers of older people and their carers requiring support in their own homes and programs that address the potential risks of social isolation.

2.3 State Government

The New South Wales (NSW) Government Ageing Strategy outlines a whole of government and whole of community strategy to support the development of "healthy, vibrant, active ageing population" in NSW.⁶ The strategy utilises the tenants of active ageing as outlined in the WHO policy framework and the principles espoused in Australia's National Ageing Strategy. The Strategy compliments other NSW policy areas including the:

- Metropolitan Plan for Sydney 2036 and regional planning frameworks, which together address the housing and social infrastructure issues associated with population growth;
- NSW Long Term Transport Master Plan;
- Health sector, particularly in the areas of dementia support, falls prevention, mental health and palliative care; and intersections with aged care services;
- NSW Volunteering Strategy;
- Stronger Together; the NSW Implementation Strategy for the National Disability Strategy; and the implementation of the NSW Carers (Recognition) Act, 2010.

The Strategy also recognises the importance and relevance of local governments and local communities in supporting the delivery of many of the initiatives and goals outlined with the document. These include: training in new technologies, provision of sport and recreation facilities, safety of pedestrians and older drivers and projects that target social inclusion and community partnerships.

In the area of housing, the NSW Government's State Environmental Planning Policy (Housing for Seniors or People with Disability) 2004 and State Environmental Planning

6 NSW Department of Family and Community Services, 2012. 'NSW Ageing Strategy' accessed from website 12 October 2012, http://www.adhc.nsw.gov.au/_data/assets/file/0011/257276/1282_ADHC_NSW-AgeingStrategy_WEB.pdf

Policy (Affordable Rental Housing) 2009 make provision for seniors housing and affordable rental housing respectively, both influencing the nature and location of housing to older persons.

2.4 Local Government

Local Government is well placed to be a key stakeholder in current and future policy initiatives that will face the challenges and opportunities that will arise from an ageing population. Council has a key role in the adaptation and application of key international and national policies that can benefit the unique and varied communities that exist within the City of Kogarah. Areas of control and influence include:

- Access of older people to workplaces, businesses and health services through accessible transport links and ageing-friendly built environments;
- Urban planning that allows for a variety of housing options within a local area will also be required to facilitate the trend of older people downsizing to smaller dwellings, and to assist them to remain living in and contributing to their communities;
- Local government can assist local businesses to appreciate the fact that older people are the fastest growing customer base, and that these customers are more likely to shop locally and patronise local business;
- Local councils are best placed to assist local communities to unlock the cultural and social capital available to the community via participation of older people. Facilitating volunteering opportunities and assisting generations to interact in cultural and community events are some of the initiatives available to local councils that can help to achieve these aims.

The Productivity Commission (2011)⁷ outlined a number of challenges that may impact local government and its community. These included:

- A rise in pensioner rebates may increasingly affect Local Government revenue growth;
- Increased expenditure in upgrading of infrastructure that meets the needs of an ageing population;
- Further demands on local service provision (government and non-government) in the areas of health and aged care, home support services, community transport and cultural and recreational services.

⁷ Productivity Commission, 2011. 'Caring for Older Australians'. Accessed from website 10 October 2012, www.pc.gov.au/projects/inquiry/agedcare/report

2.5 Kogarah City Council Policies and Plans

In accordance with the Local Government Act 1993, Local Government (General) Regulation 2005 and Local Government Amendment (Planning and Reporting) Act 2009 Councils are required to undertake planning and reporting activities. Kogarah City Council achieves these requirements through a number of plans and policies.

2.5.1 Community Strategic Plan – Bright Future, Better Lifestyle

Kogarah City Council's Community Strategic Plan, is long term vision developed as a collaborative effort between the community and Council. The plan defines a sustainable direction for our City, and sets out the strategic direction which Council will follow in achieving the needs of our community for the forthcoming years to 2030. It is an integrated planning and reporting framework which recognises that communities do not exist in isolation but are part of larger political, social, natural and economic environments.

Bright Future, Better Lifestyle: Kogarah 2030 is built around six key strategic directions:

	A Clean, Green and Sustainable City
	A Liveable and Connected City
	A Thriving and Prosperous City
	A Vibrant and Safe and Inclusive City
	An Active and Healthy City
	An Innovative and Efficient Council

These strategic directions were considered in the context of our ageing population and our older residents and are embedded within Council's Ageing Strategy. The goals and strategies listed in this document are linked to the corresponding Community Strategic Plan strategies that have particular relevance to older people and planning for an ageing population.

This integration will enable business units within Council to identify priority areas, and develop and implement an annual calendar of programs and initiatives for people over 60 years of age.

2.5.2 Delivery and Operational Plans

Council's 4 year Delivery Program (2013 – 2017) sets out the program of actions for Council to undertake across the full range of Council's Operations. The Delivery Program directly addresses the Key Strategic Directions, Goals and Strategies outlined in Bright Future, Better Lifestyle, which are within Council's realm of responsibility.

Annual Operational Plan's supports the Delivery Program. It outlines in more detail the individual activities that Council will undertake in any given financial year. The Ageing Strategy will be reviewed on an annual basis and will assist with the formation of the specific actions set within the yearly Operational Plan.

The Ageing Strategy identifies broad strategic priorities for older people in the City of Kogarah based on the 6 key strategic directions contained within the Community Strategic Plan - Bright Future, Better Lifestyle. This detailed plan is outlined in section 4 of this document.

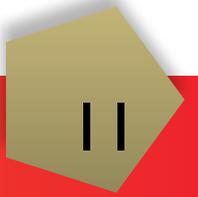
The Delivery Plan acknowledges the importance of an ageing population and the impact upon Council and the community through the delivery plan action of 'Implement Councils Ageing Strategy.'

2.5.3 Other Strategies and Plans

Kogarah City Council has a variety of policies and plans that have implications and relevance for an ageing population. Key policies and plans include:

- Kogarah Cultural Plan
- Multicultural Strategy
- Kogarah Community Safety and Crime Prevention Plan
- Pedestrian Access Mobility Plan (PAMP)
- Disability Discrimination Action Plan
- Road Safety Action Plan
- Library and Cultural Services Strategic Plan

Council's strategic planning documents and other policies and plans are available on Kogarah City Council's website www.kogarah.nsw.gov.au



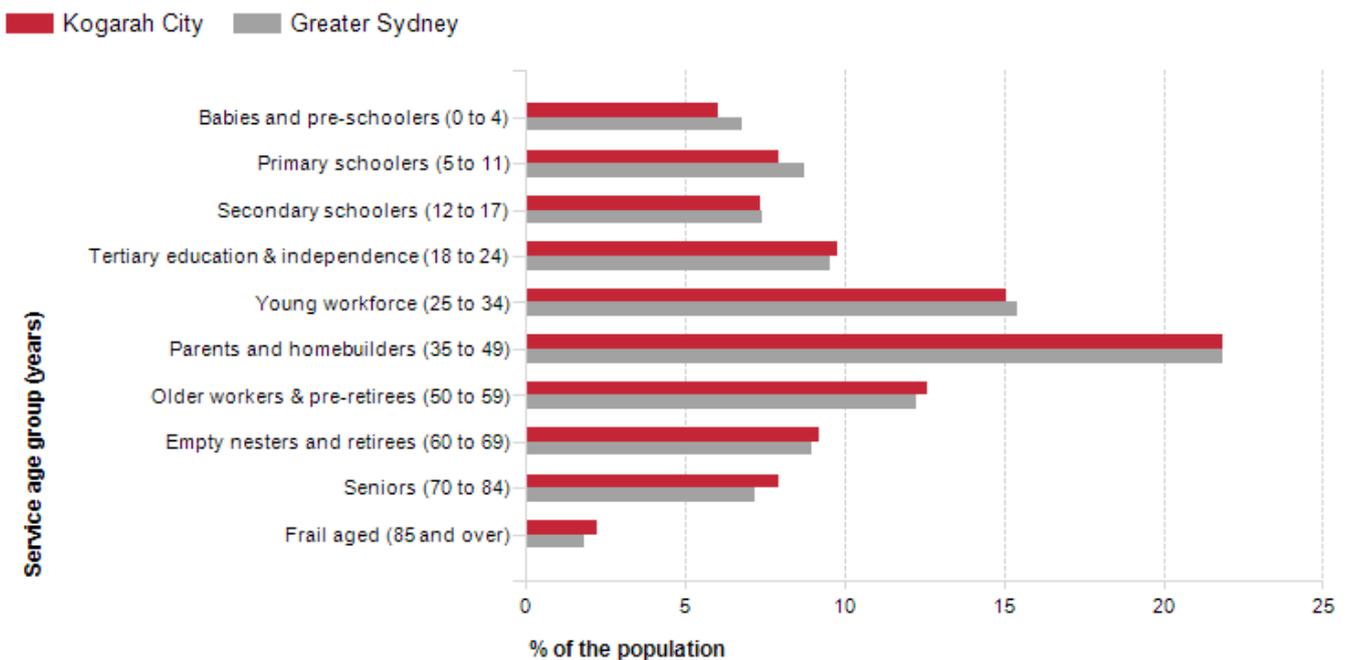
3. Older People in Kogarah

3.1 Population

Kogarah is an established area which is experiencing lower levels of growth than the Sydney Statistical (SD) average. There are generally higher proportions of people aged 60 years or older, more family households, more people who were born overseas and greater numbers of people that speak a second language.

Kogarah's population at the 2011 Census was 55,806 a 4.8% increase from the 2001 Census (53,201). There were 10,789 people aged 60 and over, or 19% of the LGA's population, this is slightly more than the SD average.⁸ The graph below illustrates our population characteristics as compared to the SD average.

Age structure, 2011



Source: Australian Bureau of Statistics, Census of Population and Housing, 2011 (Usual residence data)
Compiled and presented by .id, the population experts.



3.2 Diversity

Kogarah has a higher proportion of people born overseas (45.8%) and 32.5% were from non-English speaking background, compared with 31.8% and 24.0% respectively for the Sydney SD. The most common countries of birth were China and Hong Kong (15.2%), Greece (2.2%) and the United Kingdom (1.6%).

This diversity is also reflected in the demographic composition of older community members, with 44% of residents aged 55 and older born in a non-English speaking country. Of these residents the most common countries of birth were China (11.7%), Greece (7%), Italy (3%), Macedonia (2.3%) and Egypt (2.1%). The most common languages spoken other than English for people over 55 years were Greek (8.9%), Cantonese (5.6%), Italian (3.5%) and Mandarin (2.9%).

Kogarah City Council acknowledges that Aboriginal people are the original inhabitants and custodians of all land and water in this City and recognises Aboriginal spiritual, social and cultural connections to the Kogarah LGA's land and waters. The Indigenous population represented 0.4% of Kogarah's population as indicated in the 2011 Census.

3.3 Characteristics of Older Population groups

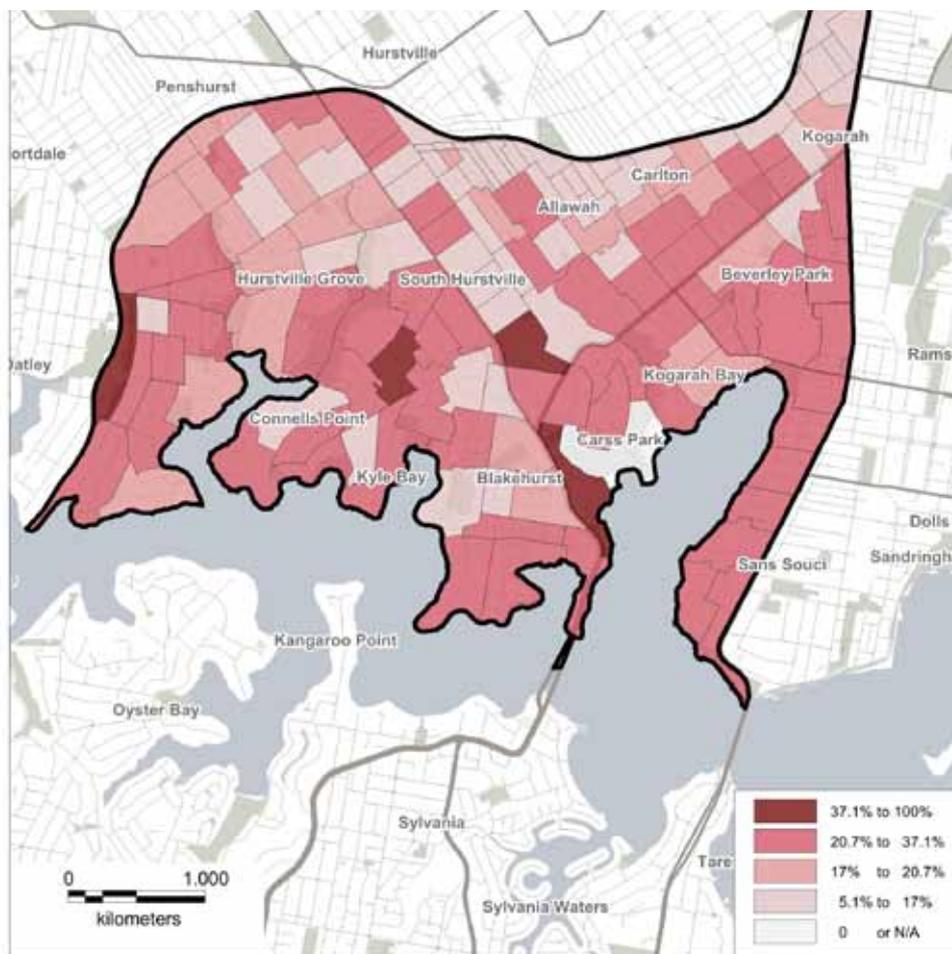
There were more women (54%) than men (46%) aged 55 years and older living in the Kogarah LGA. For those aged 55 to 65, a majority (56%) are still in the workforce. This decreases dramatically, with only 10% stating that they are employed when aged 65 and over.



A significant percentage of older people undertake caring duties for grandchildren (15.3%), or relatives with disability (14%).

Within the Kogarah LGA older people (60 years and older) were more likely to live in the suburbs of Blakehurst (10.2%), Oatley-Mortdale (11.1%), Kogarah (11.4%) or Carlton (8.8%).

Persons aged 60 and over as a percentage of total persons (Kogarah City Council, 2011)



Source: Australian Bureau of Statistics, Census of Population and Housing 2011
This data is based on usual residence of all persons aged 60 years and over.

Figure 1: Illustrates the percentage of persons aged 60 years and over across the Kogarah Local Government Area (ABS, Census of Population and Housing 2011)

Figure 1

A majority of older people still rely on their cars to get around, 68% of people aged 65 and over had a driver or rider licence as at July 2012.⁹

3.4 Population Projections

NSW Planning projections indicated a growth in the population of Kogarah LGA to 61,700 by 2031 or an approximate annual growth rate of 0.4%.¹⁰ By 2031, it is estimated that there will be approximately 13,610 people aged 65 and over or 22% of the total population. In this older demographic, the proportion of 'frail aged' or those aged 80 and over will continue to increase. This has policy implications for aged and health care service provision and the ability of older people to 'age in place'.

9 RTA Licensing Data, July 2012.

10 NSW Planning, NSW SLA Population Projections, 2006-2036 LGA Summary, Version 1.0



4.1 A Clean, Green and Sustainable City

The prevalence and quality of green space within a city is a key feature of an age-friendly community¹¹. The proximity of parks to the residences of older people so they can engage in leisure and recreational opportunities is vital to ageing well. Access to nature has been shown to increase peoples feeling of health and wellbeing, particularly as a restorative from the strains and stresses of modern living.¹²

A visually appealing city also assists in reducing the communities' negative perception of safety and creating a feeling of pride amongst its inhabitants.

Many people who were children during the Great Depression have a strong understanding of 'making do', living in a thrifty manner and growing fruit, vegetables and herbs at home. Many respondents in community surveys indicated that they appreciated Kogarah's natural areas.

Kogarah City Council is committed to a sustainable future through the promotion to our community about environmental friendly practices and by initiatives within Council to reduce our impact on our natural surroundings.



11 WHO - World Health Organization 2007 Global Age-friendly Cities: A Guide, access from website 12 October 2012, www.who.int/ageing/publications/Global_age_friendly_cities_Guide_English.pdf

12 Maller et al. 2005. Healthy nature healthy people: 'contact with nature' as an upstream health promotion intervention for populations. Oxford University Press. <http://www.parks-parcs.ca/english/pdf/healthy-nature-healthy-people.pdf>

Key Findings

- Many participants in Council consultations cited our parks and gardens as well maintained and a positive feature of living in the City of Kogarah
- Many older residents are committed to a greener future through their involvement in Council's Bushcare program and community gardens
- Illness, disability, injury or isolation may prevent maintenance of yards and gardens. There is a long waiting list for Home and Community Care (HACC) mowing and gardening services
- Some older residents and those with disability often have difficulty in rubbish removal
- Physical wellbeing was a high priority amongst seniors consulted, with a wish to utilise parkland for exercise

What Council already does

Environment	A range of environmentally based volunteer groups: Georges River Watchers and Bush Care
	Annual Mayoral Green Grants
	Carss Park community gardens that includes raised garden beds for improved access
	A range of educational workshops
	Subsidised environmental initiatives for residents such as worm farms and power saver switches
	Annual community awareness raising events such as Earth Hour and Cleanup Australia Day
Waste	Specialised waste collection services such as E-Waste collection, Chemical Cleanup and an Infirm Waste collection service for frail older people and people with disability
Parks & Recreation	Provide and maintain a diverse range of parks and recreation assets



What Council will do

Goals	Strategies	Link to CSP Strategies
Support older people and people with disability to utilise Council's waste services	Continue to educate, promote and support older residents in implementing waste minimisation strategies and improved environmental sustainability	1.2.1 1.2.3
	Continue to provide flexible waste collection services and explore new initiatives that will address the needs of an ageing population and those residents with mobility issues	
Encourage community participation in maintaining our waterways and bushland	Continue to support and promote older peoples involvement in local environmentally based groups	1.1.3 1.2.4
Encourage the community to maintain the visual appeal of their homes and yards	Council will support community initiatives that will assist seniors with maintaining their yards and gardens, such as promotion of low maintenance and low water usage gardens	1.3.1
Provide park and recreation facilities and infrastructure that meets the needs of our community	Maintain and seek grant opportunities to improve our parks and recreation assets with consideration for the specific needs of seniors such as lighting, cycling and walking pathways, furniture and exercise equipment	1.3.1

4.2 A Liveable and Connected City

As our population ages, cities face the increasing challenges of affordable and age appropriate housing that provide opportunities for residents to 'Age-in-Place'. Ageing-in-Place recognises the importance that many older people place on remaining in their local community. Existing social supports and access to a range of facilities and services can assist many older residents to remain in their homes as long as possible. This allows them to remain active and vibrant members of our community and reduce the possibility of social isolation.

One impediment to ageing-in-place is the suitability of a person's home as they age. A majority of residents surveyed felt that their home would meet their future needs, but this assertion may not take into account changes in mobility, health and ability to maintain their homes and gardens. The future ability of community members to age-in-place will depend on the availability of a mix of dwellings, aged care facilities and housing affordability.

The involvement of local government with regard to the provision of housing is largely restricted to planning for land use and regulating development. Council can take measures to zone land to enable appropriate housing for older persons, however currently there are limited means available to encourage developers to provide appropriate and adaptable housing. Notwithstanding, Council has an ongoing role in developing and implementing planning and housing policies to ensure that housing options reflect the needs of the local community.

The provision of accessible routes and transport options to key facilities and infrastructure within our city is necessary when planning for an ageing society. Designing an age-friendly city that includes well maintained footpaths, curb ramps, lighting and other accessible design will not only enable older people to remain connected but will also benefit the wider community.¹³



Key Findings

- Pedestrian and driver injuries and fatalities for over 75s in Kogarah LGA are higher compared to the Sydney average.
- Housing affordability is low in the Kogarah LGA and is particularly difficult for those older people receiving government assistance
- Unsafe and illegal boarding houses operating without Councils knowledge
- Limitation of physical land available under appropriate zoning that will allow for further villa, townhouse or over 55 developments.
- NSW state government planning policies are frequently reviewed and altered which makes it difficult for local long-term planning
- Difficulty in encouraging adaptable and accessible designs to be included in new developments
- Many older residents are finding it increasingly difficult to maintain their homes and are unable to afford external assistance
- The increasing need for older residents to consider home modification and potential associated costs that will enable them to remain in their homes for longer
- Concern about the availability and misuse of accessible parking spaces
- Of those over 65 years in the Kogarah LGA, 68% have a current drivers licence and rely on their vehicles to get around
- The need for good connectivity between commonly used services and facilities
- Limited parking available in Kogarah CBD and surrounding streets, which presents difficulties particularly for those attending medical appointments
- Many older residents that utilised Community Transport felt that there were limitations of flexibility and availability of this service
- Increasing use of mobility scooters as a mode of transport

What Council already does

Pedestrians	Pedestrian Access Mobility Plan (PAMP): a framework for the development of safe, connected and convenient pedestrian routes within the Kogarah LGA. The PAMP includes an action plan that is implemented by priority on an annual basis.
Accessibility	Disability Discrimination Action (DDA) Plan: a comprehensive audit of Council parks, buildings and recreational facilities outlining the requirements needed to ensure compliance with the Disability Discrimination Act. A yearly action plan is implemented by priority based on this audit.
Housing	Heritage Grant Program – for the maintenance and retention of local heritage properties
	Approve and regulate the development of boarding houses to ensure that they meet mandatory requirements in design, health and safety
	Support and promote home modification services in the region
	New residential flat buildings require a minimum of 10% of the units to be adaptable housing

Transport

Implementation of the Local Government Road Safety Program through a range of road safety workshops for both older drivers and pedestrians

Transport Access Maps for Kogarah Council facilities and major town centres

Provision of a community bus that is administered by St George Community Transport

Scooter survival guide publication

Partner with local motorcycle clubs with high percentages of older riders to hold community events such as 'Breakfast Torque'

An annual program of bus stop upgrades

What Council will do

Goals	Strategies	Link to CSP Strategies
To implement programs and policy that support the concept of 'Ageing in Place'	Support well planned and appropriate development of additional residential aged care facilities to meet projected increased demand	2.2.1
	Investigate partnerships with private and government bodies to facilitate the provision of affordable housing that considers the needs of older people	2.2.2
	Investigate the potential to incorporate provisions in the standard instrument LEP around the principles of universal and adaptable housing	
	Review current land stock across Kogarah LGA to identify potential development sites for diverse housing options in relation to older peoples housing needs	
	Advocate to the State government for the need to legislate a minimum requirement of adaptable and accessible housing for future developments	
Support residents to maintain significant heritage properties	Continue to provide financial incentives to owners of heritage listed properties to ensure that local heritage is protected and maintained	2.1.3

Older people can utilise a range of transport options in a safe and equitable way	Work with the community to encourage behaviour change to increase safety for older drivers, users of mobility scooters and pedestrians	2.3.1
	Increase the information available to seniors within our community about the transport and mobility options available in Kogarah LGA	2.3.3
	Continue to advocate for affordable, flexible and accessible transport options	2.3.4
	Continue to work with older community members to ensure that their needs are considered when devising the composition of public parking in our centres	
Pedestrian access within Kogarah LGA is safe and convenient	Continue to undertake an annual program of works to ensure the compliance of bus stops, footpaths, pram ramps and Council assets with the Disability and Discrimination Act.	2.3.3 2.4.2



4.3 A Thriving and Prosperous City

It is envisaged that population ageing will impact significantly on economic growth and development through a reduction in workforce participation rates, increase in expenditure on support services and changing patterns in consumer expenditure.¹⁴

Kogarah Town Centre has been identified as a major centre by the NSW State government, due to its extensive medical facilities, TAFE College and other businesses. The City of Kogarah will be well placed to meet the increased medical needs of an ageing population, with the range of services available but also the estimated increase in jobs growth in this sector.

However, a shrinking of the working age population may result in business adopting an increasingly flexible workplace that adjusts to the changing needs of an older workforce. In a recent survey of Kogarah residents, 35% stated that they would retire between the ages of 65 -69 and a further 8% aimed to continue working past the age of 70.¹⁵ For some workers delaying retirement has intellectual and social benefits, whilst for others there was a financial imperative to remain in the workforce.

Older people represent the fastest growing component of the consumer market in Australia and often have greater disposable income than previous generations.¹⁶ As consumers, older people are more likely to spend on health related goods and services, and assistance with maintaining their homes. Surveys of residents also indicate an interest in a range of cultural activities and older people are more likely to be consumers of these services. These changes will provide an opportunity for local businesses to benefit from the propensity of older people to purchase goods and services from local businesses.¹⁷

The use of technology and popularity of lifelong learning continues to increase. A majority of younger seniors surveyed had internet access at home or utilised it at other venues. Many older people continue to have an interest in learning and undertaking further education. Lifelong learning can have a range of benefits for the individual, the community and local economy including continued workforce participation, improved self esteem and civic participation.¹⁸

14 Beard et al. 2011. 'Introduction – Global Population Ageing: Peril or Promise?', Global Agenda Council on Ageing, World Economic Forum, Geneva. Accessed from website 12 October 2012, http://www3.weforum.org/docs/wef_gac_globalpopulationageing_report_2012.pdf

15 Kogarah City Council, 2012. Attitude to Ageing Survey.

16 Productivity Commission, 2011. 'Caring for Older Australians', accessed from website 10 October 2012, <http://www.pc.gov.au/projects/inquiry/agedcare/report>

17 O'Brien, A. and Phibbs, P. 2011. 'Final Report: Local Government and Ageing', University of Western Sydney. Accessed from website 10 October 2012, <http://www.lgsa.org.au/sites/lgsa.org.au/files/imce-uploads/35/local-government-ageing-2011.pdf>

18 Lugg, M. 2000. "Learning for the Future – a report on Lifelong Learning in Newcastle", TUNRA.

Key Findings

- Undertaking further education and short courses are popular interests of many older people
- A high proportion of older people (particularly in the age range 60 – 70) use the internet and are embracing new technologies
- A significant portion of respondents that were surveyed attend library and cultural events and utilise the extensive resources available
- Some highly-skilled and experienced employees or small business owners are continuing in the workforce past the traditional retirement age
- As a major centre under the Sydney 2036 Metropolitan Plan, Kogarah town centre is well placed to meet increased demand for health related goods and services in the future.
- Many non-government organisations require increased numbers of skilled volunteers to ensure delivery of high service standards
- Many seniors would like to impart their experience and knowledge to younger generations

What Council already does

Lifelong Learning	Home Library Service
	A range of learning resources at Kogarah City Libraries such as: Audio books, large print books, English Second Language (ESL) language books and learning collection.
	Council libraries provide opportunities for learning through: author talks, reading groups, technological resources and English conversation classes.
	Exhibitions and seminars on a range of topics
Local Economy	Council participates in and supports local business networking groups
	'Missed Business' a guide for small business to attract customers by providing better access
	Host a range of workshops for small business on a range of topics
Volunteering	Facilitates opportunities for members of the community to volunteer

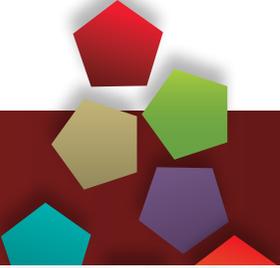


What Council will do

Goals	Strategies	Link to CSP Strategies
To assist local business to be responsive to changing demographics and identify potential economic opportunities	Encourage local businesses to plan and respond to the economic opportunities resulting from an ageing population	3.2.2 3.3.1 3.3.2
	Promote the 'Missed Business' brochure and other relevant information to small business to encourage accessibility	
	Support a range of educational programs that strengthen and sustain small businesses within the Kogarah LGA including topics such as succession planning and "age-proofing" their businesses	
To support the community in accessing facilities and programs that enable life long learning opportunities	Investigate potential partnerships with non-profit adult educational providers to deliver learning opportunities for older residents at Council libraries	3.1
	Continue to encourage older people to improve their technological literacy through our libraries and existing community group programs	
	Council libraries will continue to provide opportunities for lifelong learning through its program of author talks, seminars and diverse range of resources	
	Explore promotion of library services and facilities to isolated seniors such as those from CALD backgrounds or residing in residential care facilities	

To utilise and promote the extensive experience and skills of seniors	Promote and support the 'Volunteer Link' program to enable the connection of older people with community organisations to utilise their valuable experience, skills and knowledge	3.3
	Investigate the development of intergenerational programs or activities that enable exchange of skills and knowledge of older people to younger generations	
	Explore the inclusion of retirement transition information in Council's ongoing Seniors seminars	





4.4 A Vibrant, Safe and Inclusive City

The City of Kogarah is a dynamic and vibrant city, which is comprised of people from a variety of cultural backgrounds, religious beliefs and language groups. It is also a community that recognises and is inclusive of age differences, ethnicity, disability or family composition.

The multiculturalism of our community is indicated in the number of residents aged 55 and over that were born in a non-English speaking country (44%). Many of our older residents of CALD background migrated to Australia from southern European countries after the Second World War. These immigrants are emerging as a significant cohort in our ageing population that may be impacted by language barriers, different health issues and equity to services.¹⁹

Safety is an important issue identified by seniors in community consultations. Many older people feel greater vulnerability when they are in shopping precincts, and often have specific safety concerns relating to community connectedness, pedestrian access and fraudulent criminal activity.²⁰ Additional areas of concern raised by local service providers include the need to recognise and raise awareness around the issue of domestic violence or elder abuse that exists with our communities.

Older people within our city possess a range of interests, hobbies and talents. A survey of residents indicated a range of activities undertaken to remain connected with their family, friends and local communities. A majority of respondents indicated retirement was a period in their lives where they could devote time to interests that really mattered to them, that apart from the social aspect that these activities would bring would also assist the individual to remain mentally and intellectually active.²¹ Kogarah City Council seeks to provide opportunities and information to allow older people to access a range of social groups, cultural programs and community events that will enable our city to continue celebrate its vibrancy and community cohesion.

Kogarah City Council adheres to the social justice principles of equity, access and participation and equal rights for all of our community and these principles underpin the ideology on which our Community Strategic Plan – *'Bright Future, Better Lifestyle'* is based. Council is mindful of the specific needs of some members of our community such as those people with disability, Aboriginal and Torres Strait Islanders and people from CALD backgrounds. Through our partnerships with community groups and programs that address issues of access, Council seeks to create a framework where all members of our community feel that they belong.

19 Carers NSW, October 2012. Diversity and the Health System.

20 Kogarah City Council, 2007. Kogarah Safety and Crime Prevention Plan: 2007-2010

21 Kogarah City Council, 2012. Attitude to Ageing Survey.

Key Findings

- There are a diverse range of clubs and groups within the City of Kogarah that cater for differing interests, cultural background and locality
- Some seniors groups are experiencing an ageing and declining membership, raising concerns around long-term sustainability of “traditional” type structures
- The City of Kogarah is a multicultural community with a range of formal and informal culturally diverse support networks
- The City of Kogarah has a rich cultural network of older writers, artists and those interested in the arts. The majority of those attending Council’s ‘Music at Twilight’ series are aged 50 and older.
- An ageing population will place increased demand on Council’s home library service and the need for accessible formats
- Council libraries are well utilised by older people, providing safe and comfortable places to connect with others
- The issue of squalor and hoarding is becoming more prevalent and is associated with social isolation and mental health issues
- Many older people feel isolated and lonely and need assistance with connecting to others in their local communities
- A significant portion of older people take on caring responsibilities, the 2011 Census indicated that 11.4% of adults in the Kogarah LGA provided assistance to a person with disability, illness or old age
- The incidence of disability increases as people age and impacts on the need for appropriate community infrastructure, local service delivery and carer support services
- The need to raise awareness in the community about the issue of elder abuse and domestic violence
- Many seniors are concerned about personal safety – older people from CALD backgrounds are often targeted by fraudulent crime
- Many seniors are unaware of the community services available to them as they age

What Council already does

Community Participation	Celebrate the contributions that older people make to our city
	Facilitate one-off intergenerational projects
	Provide community facilities for social groups to meet
	'Artful Ageing' program – a range of cultural based events and activities appealing to older residents and the 'City of Kogarah Art Prize', an open national art prize for painting
	Annual Seniors Week and International Day of People with Disability program of events
	A range of festivals and events for all our community, including but not limited to: Australia Day, Chinese New Year and Music at Twilight
	Supports a range of community groups
	A range of library programs such as book clubs, knitting groups, author talks and other social groups, English conversation classes
Communication	Engage with older people through our Resident Reference Group, regular consultations and Seniors Week advisory committee
Community Development	Participates and supports regional interagencies such as: Home and Community Care (HACC) interagency, St George and Sutherland Mental Health Interagency and St George and Sutherland Disability Interagency
	Kogarah Community Grants program
Safety	A range of safety seminars and activities in English and community languages

What Council will do

Goals	Strategies	Link to CSP Strategies
Advance community cohesion and diversity by supporting participation from all members of our community, including older residents	Encourage and support seniors participation in community events and festivals	4.3.1 4.3.2
	Support local Seniors groups through the community grants program and other assistance where needed	4.4.1 4.4.2 4.4.3
	Continue to implement existing arts and cultural programs and support community arts based groups	
	Promote positive and diverse images of seniors through Council's publications and projects	
	Support older CALD residents through our libraries community language collections, English language classes, promotion of translation and interpreting service (TIS) and other language specific events	
	Develop partnerships with ethnic specific community organisations to explore the provision of range of services and programs at Council libraries	

Older people in the City of Kogarah have a range of high quality and accessible services to meet their needs	Build capacity and support innovative community development projects through facilitating partnerships and collaboration	4.2.1
		4.2.2
	Support organisations and groups that provide assistance for carers	4.2.3
Seniors feel safe in their homes and community	Council will partner with NSW Police to undertake regular safety talks and explore other initiatives that foster a sense of improved safety for seniors	4.1.2
	Support community initiatives that raise awareness about the issue of domestic violence and elder abuse	
	Continue to implement safety seminars in a range of languages	
Provide information on services and activities using communication that is accessible	Explore a variety of promotional methods to improve knowledge amongst seniors of the services and resources available to them	4.4.2
	Continue to promote the availability of Council facilities that can provide a location for older people to use for social or recreational purposes	
Foster a community where older people feel included and are supported to remain safely in their homes	Partner with other Councils and age related non-government organisations to formulate strategies to address emerging issue of squalor and hoarding	4.2.1
	Council libraries will explore the use of technology to trial online methods of social interaction such as online book clubs that will benefit frail aged or socially isolated seniors	4.2.2 4.4.2 4.4.3

4.5 An Active and Healthy City

Council would like all our citizens to lead active and healthy lives. This is especially relevant to our older residents where maintaining good health and an active lifestyle is vital to allow people to continue to actively participate in all aspects of society, remaining in their own homes and for enhanced quality of life generally. Approximately 92% of respondents to Council's Ageing Survey (2011) reiterated this belief by stating that maintaining good health and wellbeing was paramount as they aged.

A key policy that local, national and international governments are pursuing is the concept of 'Active Ageing'. The term encompasses the importance of individuals and communities to "realise their potential for physical, social and mental well being throughout the life course".²² Specifically in the area of health and wellbeing of older people, a focus is on preventative lifelong health and lifestyle changes that will assist individuals and populations to avoid chronic health conditions in the future.

Council strives to provide an enabling and supportive environment to assist our community in achieving improved physical activity and health through a range of recreational facilities and services, ongoing community education and partnerships with local health providers.

Council's continued participation in a range of networks, including the HACC interagency, the Multicultural network and the Disability interagency will enable an ongoing dialogue with service providers that ensures Kogarah City Council will be informed on issues facing our local community and continue to explore initiatives to improve the wellbeing of all community members.



Key Findings

- Seniors surveyed cited staying healthy, including intellectual, physical and mental health as the most important priority as they aged
- A majority of respondents assessed their level of physical activity as moderate or very active
- Many residents from CALD backgrounds were not aware of the range of exercise options available to them in the local area
- The need for a range of affordable exercise options across the LGA
- Remaining socially connected with friends, family and the community was of high importance
- Mental health issues such as depression and anxiety remain a significant issue amongst older people, particularly those living in residential aged care facilities and who are socially isolated
- Substance abuse and its associated health implications amongst older people is an increasing concern
- The prevalence of dementia is expected to rise significantly. It has been estimated that in Federal Electoral Divisions that contain the Kogarah Local Government Area the number of people with dementia will increase from 4385 in 2012 to 7176 in 2030. This will result in increased demand for health and aged care services in our region and continued pressure on carers.
- The rate of people with disabilities increases with age, this includes cognitive, physical or mental health related
- The City of Kogarah as a medical hub is well placed to provide a range of health services to our population as they age

What Council already does

Physical Activity	Provide and maintain a diverse range of parks, recreational assets, bicycle and pedestrian pathways and community facilities for the use of individuals, groups and organisations for service delivery or positive ageing activities
	Runs a program of 'Active Ageing' gentle exercise classes
Nutrition	'Say Yes to Healthy Oils' and 'Say No to Trans Fat' educational initiatives for small business
	Community gardens that encourage the growing and consumption of healthy and fresh produce
Education	'Seniors Seminars' providing a range of information about healthy ageing in partnership with local health providers
Community Development	Community Grants Program that funds a range of initiatives by non-profit organisations that support older people in our community

What Council will do

Goals	Strategies	Link to CSP Strategies
Promote wellbeing through active and healthy lifestyle choices	Document a range of walking and cycling routes available in the City of Kogarah and promote these activities to residents for the purpose of improved health and as an alternative mode of transport	5.1.1
	Continue to explore grant funding opportunities for the installation of further outdoor exercise equipment that can be utilised by all ages and abilities	5.1.2
	Provide and manage designated areas within the LGA for personal fitness and training services that allows our residents to participate in outdoor exercise classes	5.2.1
	Increase awareness and knowledge of physical and mental health and wellbeing for individuals through Council's 'Seniors Seminars' and partnership and promotion of health related agencies	5.3.1
Provide information on services and activities using communication that is accessible	When undertaking Parks & Recreational community surveys, Council will ensure that the needs of older residents are considered during the consultation process	5.2.1
	Develop initiatives to improve knowledge of recreational facilities available to CALD groups	

Older people in the City of Kogarah have a range of high quality and accessible services to meet their needs	Support health and aged care providers to deliver improved mental health outcomes for older people.	5.2.1
	Partner with a range of service providers to raise awareness of the issues surrounding the increased incidence of dementia in our community	5.2.1

4.6 An Innovative and Efficient Council

The involvement of our community in Council's planning and decision making processes are integral to our goal of achieving an innovative and efficient Council that is based on good corporate governance. Council strives to create opportunities to connect with members of our community, both to inform and to receive feedback around a range of topics affecting our residents. Council recognises the importance of developing a range of communication avenues that are accessible to all members of community, including: older people, those from non-English speaking backgrounds and people with disability.

As an employer Council will also face many of the challenges associated with workforce participation rates and continuity of a skilled and experienced pool of staff. Approximately, 7% of our workforce is currently aged 60 and over, representing a small proportion of our total staff, however, there is 23% in the 50 – 59 group who may consider retirement in the next 5 to 10 years and result in possible skill gaps. Council's Resourcing Strategy- Workforce Plan 2013-14 identifies the age composition of our workforce, future demographic changes and strategies to ensure that we attract, retain and develop skilled workers to meet the needs of our community now and into the future.

An ageing of the local population may also have financial implications for local government. Council's provide Commonwealth-issued pensioners or holders of veteran's cards with a reduction in rates and charges for domestic waste services. It is estimated that an additional 1005 residents will be eligible for this rebate by 2031.²³ Expenditure may also increase in areas of infrastructure or the provision of healthy or active ageing initiatives to improve community wellbeing.²⁴

23 NSW Planning, NSW SLA Population Projections, 2006-2036 LGA Summary, Version 1.0

24 Australian Local Government Association, 2004. 'Economic implications for an ageing Australia – submission to the Productivity Commission.'

Key Findings

- Older people continue to be interested in their local communities and want to contribute Council's decision making and planning processes
- Council needs to adapt to changing pathways of communication such as web based engagement tools whilst also considering the needs of 'frail aged' seniors that may prefer more traditional methods of promotion
- Kogarah City Council as an employer will also be impacted by an ageing society and will need to plan accordingly
- An ageing population will result in increased numbers of eligible residents for pensioner concessioner rebate

What Council already does

Communications	Considers the access needs of older people in the production of its corporate publications and website through the use of larger fonts and availability of audio recorded copies of the resident newsletter KogarahLife
	Kogarah City Council Libraries provide free public access to computers and the internet
Community Participation	Actively engages with older residents to feedback to Council's planning and decision making process through our Resident Reference Group and Seniors Week Advisory Committee
Workforce Planning	Implement health and wellbeing initiatives to support the health and wellbeing of all employees
	Council has implemented policies to support older employees such as transition to retirement, carers leave and flexible working arrangements
	A apprenticeship and traineeship program that ensures our workforce is distributed across all age groups
	The option for retired employees to nominate interest in possible casual employment if future need is identified

What Council will do

Goals	Strategies	Link to CSP Strategies
To encourage participation of people of all ages in Council decision making processes	Continue to strengthen opportunities for older people to participate and engage in decision making processes of Council	6.2.1 6.2.2
Provide information on services and activities using communication that is accessible	Ensure the needs of older people and people with disability are considered when producing corporate publications and maintaining Council's website	6.2.1
Council will adapt to a changing workforce through innovative and inclusive human resource policies and procedures	Continue to utilise a diverse range of recruitment tools to attract a wide range of potential applicants including older job seekers	6.3.1 6.3.2
	Continue to support Council's older workers through our existing human resource policy and procedures	
Council will manage its finances and resources through sound governance and community needs	Council will consider the impact of a long term reduction in rates revenue and future investment in accessible community infrastructure when formulating medium to long term financial budgets	6.1.1 6.1.2 6.1.3

Appendix A

Consultation Detail

A diverse range of older people and relevant support organisations were consulted over a two year period to provide valuable feedback on a variety of issues that contributed to the development of the Ageing Strategy. The following groups of older people and service providers were consulted during this process.

St George HACC Forum	HACC planning day 2012 – 2013
Kogarah City Council Ageing Survey 2011	Distributed to older residents and promoted through the KogarahLife
Kogarah City Council Attitude to Ageing Survey 2012	A targeted survey for residents pre-retirement or who have recently retired
Ageing Well in Kogarah Discussion Papers	Open to all residents and service providers to comment on documented themes
Greek Seniors Association	Focus group discussions about issues important to them as they age in Kogarah
Senior Italian Australian Community	
Resourceful Australian Indian Network (RAINS)	
Spring Glory Chinese Women's Association	
Carers Support Feedback	Pole Depot Carers Week 2012 report
Community Strategic Plan Consultations 2009	A range of consultations occurred in 2009 that contributed to the goals and strategies outlined in Bright Futures, Better Lifestyle and this ageing strategy.

(Footnotes)

1 Deloitte Access Economics, 9 September 2011. Dementia Across Australia: 2011 – 2050, access from website 6 December 2012 http://www.fightdementia.org.au/common/files/NAT/20111014_Nat_Access_DemAcrossAust.pdf