

Nillumbik Climate Action Plan (CAP) - Year 1 Implementation Report 2022-2023

#		Annual commentary	Status Column (as at 30 June 2023)
CAP Year 1 Implementation Plan actions (2022/23)			
Focus Area 1: Strong climate action leadership and culture			
1	Develop a Communications Plan to facilitate regular communication of Council's climate action initiatives and outcomes it is delivering; and the climate action initiatives of others	A CAP Communications Plan which identifies key communication action areas and calls to action is being developed. Concurrently a climate action icon and slogan have been designed for use on Council projects across the business.	ON TRACK
2	Embed climate action key performance indicators in the CEO's contract / performance plan	A climate action performance indicator has been added to the CEO's KPIs	COMPLETE
3	Commence providing climate action training to Council staff to help achieve an all-of-Council climate action approach.	To upskill staff across all of Council, an online Climate Action 101 training module has been designed. It is mandatory for all staff to complete it. It has also been included within the new-starter training requirements. To date, 462 (56%) of staff have undertaken the training and this has resulted in an initial 254 pledges and ideas from these staff on how they can take climate action as a Council employee and as part of their role.	COMPLETE & ONGOING ANNUAL INITIATIVE
4	Consider climate risks and impacts (and adaptation and mitigation solutions) in the development of new Council policies, strategies and plans. In 22/23 these will include drafting of a new Municipal Planning Strategy, Biodiversity Strategy, Neighbourhood Character Strategy, and Tree Management Policy.	Support has been provided to officers developing strategies, plans and policies. Climate risks and impacts that have been considered include: <ul style="list-style-type: none"> - Draft updated Municipal Planning Strategy - content has been amended to include reference to Council having declared a Climate Emergency, and to biodiversity threats and identified key threatened species. - Draft Biodiversity Strategy - requirement for consideration of climate risks and impacts has been included with the scope of the strategy. Includes mitigation and adaptation consideration of heat, rainfall, drought, bushfire etc. - Draft updated Neighbourhood Character Strategy - key objectives include protecting vegetation, particularly canopy trees. Specified definitions of canopy trees proposed to be included, and recommended future planting guidelines are being recommended, to support planted trees to thrive to maturity, which will support urban heat island mitigation. - Tree Management Policy - To be considered in 2023/24. 	COMPLETE
5	Annually report on climate-action initiatives delivered and progress to date against indicators and targets; and prepare the next year's annual implementation plan.	22/23 reporting complete and Year 2 implementation plan prepared.	COMPLETE
6	Renew Council's membership of the Northern Alliance for Greenhouse Action (NAGA) for a further three years	Council endorsed a Memorandum of Understanding for Council membership of NAGA for years 2022-2025.	COMPLETE
7	Annually identify Council priorities for climate action advocacy and embed within Council's advocacy process	Council advocated climate action priorities to all candidates in the lead up to Victorian election on 26 November 2022 on matters including: trail connectivity improvements, local area bus review, urban tree canopy planting program, shared green wedge responsibility, greater support for green wedge councils, renewable energy infrastructure, and investment in bushfire preparedness technology. <ul style="list-style-type: none"> - Council collaborated with the member councils of the Northern Councils Alliance to develop, launch and promote a Strategic Plan and Advocacy Priorities which included goals to support climate action. - The Strategic Plan includes the implementation of a range of sustainable transport projects; and increased use of renewables and development of a circular economy for the region. - Advocacy Priorities include: improved bus networks across the region; pilot funding for electric vehicles; funding for northern trails, including the top priority of Northern Trails 2022 - completing the Aqueduct Trail connecting the Plenty River Trail and the Diamond Creek Trail; and support for a greener north. <p>Council continued to collaborate with the NCA to embed the Advocacy Priorities 2022-23 including Mayors and CEOs meeting with Opposition Leader John Pesutto. Mayor and directors continue to meet with local Federal and State MPs to advocate on the above Council priorities.</p>	COMPLETE & ONGOING ANNUAL INITIATIVE

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Focus Area 2: Having a climate resilient, adaptive and safe community			
8	Explore the opportunity for Edendale Community Environment Farm to become a community Climate Action Hub.	Analysis and development of the Climate Hub proposal is ongoing. Community engagement has identified community support. Working on an Edendale Energy Master Plan as part of Edendale's Climate Action. This will inform the Climate Hub proposal.	ON TRACK
9	Help raise community awareness of climate-action initiatives that they can participate in/avail of, to support them to mitigate or adapt to climate change (Via the Climate Action Communications Plan – Action 1)	Council social media, e-newsletters and Nillumbik News have promoted many climate-action initiatives that the community can engage with, for example including promotion of urban food gardening courses, local repair cafés, CFA fire safety information sessions, climate coffee & chat learning and networking opportunities at local cafes, the new Victorian single-use plastic ban, sustainable house day, eco-chats, EV demonstrations, energy saving bonus etc. This action will be ongoing.	COMPLETE & ONGOING ANNUAL INITIATIVE
10	Identify existing climate action focused groups and initiatives in Nillumbik, and explore whether there are ways that Council might be able to help support or promote them	Council has supported and participated in several community led climate action forums during 2022/23 including Edendale as a Climate Hub and Nillumbik Climate Action Team planning day. Officers are continuing to explore whether and how Council can best support such initiatives. Discussion and feedback has been sought from active groups on developing a networking event, and such initiatives are being delivered by community groups. Engagement and partnership with such groups will be ongoing.	COMPLETE
11	Design and deliver a youth focused climate-action project in partnership with the Youth Council	Members of Councils inaugural Youth Council and the new Youth Council (which commenced in April 2023) have a strong interest in Climate Action. A new "Young (female) Climate Action Leader of Nillumbik Award" was introduced in 2022/23 and a youth climate event was held in collaboration with Clean Energy Nillumbik at Edendale. Another youth focused project is intended to be planned with the new committee.	COMPLETE
12	Deliver a pilot 'community climate chats' program, where community can chat with Council officers about climate-action ideas and seek advice.	The pilot 'community climate chats' program was completed in November 2022. The program has continued in 2023 with focus on drop-ins at local community locations across Nillumbik, the session have been rebranded to "Climate action, coffee and chats" and are attended by groups such as SES and CFA.	COMPLETE
13	Apply for funding from Emergency Management Victoria to deliver a 'Nillumbik Climate Adaptation and Resilience Program' in 2023 that has a focus on supporting community-led climate and environmental action	This grant application was unsuccessful.	COMPLETE
14	Deliver a range of bushfire/emergency preparedness and community resilience information and programs for the general community; and for people who need additional assistance	A range of initiatives have been delivered including: the development and promotion of five new Bushfire safety videos for the Nillumbik community; articles on bushfire preparation in Nillumbik News; updated Council webpages; delivery of the annual fire hazard inspection program; and design of seven 'Climate Action, Coffee & Chat' drop-in sessions for delivery across the municipality between March and December. The first drop-in session was held on 9 March in Smiths Gully. The sessions provide an opportunity for community members to chat with the CFA, SES and Council about matters such as: <ul style="list-style-type: none"> • Ways to take climate action in our local communities • How to build environmentally-friendly practices into our everyday lives • How to be prepared for severe weather like floods, storms and bushfires 	COMPLETE & ONGOING ANNUAL INITIATIVE
15	Implement the Nillumbik Bushfire Mitigation Strategy 2019-2023 and support the implementation of the Municipal Emergency Management Plan 2020-2023.	The Municipal Emergency Management Plan is currently being updated and reviewed for 2023-26 and is in its final consultation phase prior to approval. The Bushfire Management Strategy will be get a final report at the end of June 2023 and fire management planning actions will be incorporated in the new Fire Management Plan. Bushfire mitigation works undertaken by Council in 2022/23 included: <ul style="list-style-type: none"> – fuel reduction including brush cutting, removal of debris, thinning vegetation and mowing – Box clearance to keep roads clear and accessible in an emergency – tree hazard assessments – inspection and maintenance of fire access tracks – maintenance of water tanks. 	COMPLETE & ONGOING ANNUAL INITIATIVE

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16	Share heat health and other climate-related health messages and warnings with the community via Council media channels.	Severe weather warnings are shared via Council's social media platforms. In 2022/23 these have included severe thunderstorm warnings for heavy rainfall, total fire ban and extreme fire danger rating warnings, and planned burning notifications. Additionally Vic Emergency and Victorian Department of Health fire danger period and heat health messaging has been shared. Articles on 'Heat Health' have been included in Nillumbik News and various Council e-newsletters - the content provided information and directed readers to websites with further resources.	COMPLETE & ONGOING ANNUAL INITIATIVE
Focus Area 3: Having a climate resilient natural environment			
17	Review Council's Biodiversity Strategy and Invasive Species Action Plan with a climate resilience lens (Refer action 4) (Council Plan initiative)	A review of the Biodiversity Strategy and Invasive Species Action Plan has commenced. Its scope includes consideration of climate risks and impacts. Phase one community engagement commenced on 26 June.	ON TRACK
18	Identify opportunities to implement the Green Wedge Management Plan with a climate resilience lens	Consideration of opportunities to deliver the GWMP with a climate resilience lens has commenced, and more consideration is required. This work will be ongoing.	ON TRACK
19	Provide the community with biodiversity and land management guidance that is climate responsive, including via the Gardens for Wildlife program and Land Management Incentive Program.	Continue to deliver Gardens for Wildlife and Land Management Incentive Program grants and advice, to support the community to improve the climate resilience of privately managed land. Recent events included sustainable farm dams, equine land management, rabbit control and planting for wildlife for the 22/23 program.	COMPLETE & ONGOING ANNUAL INITIATIVE
20	Investigate measures to enhance the urban tree canopy (Council Plan initiative)	This work is progressing. Council investigated how its local laws could be used to enhance urban tree canopy and in December 2022 endorsed the Nillumbik General Local Law 1 which includes a new Clause 52 - Protection of Amenity Trees. Additionally, Council is investigating how the requirement and space for urban canopy trees on private property can be enhanced through its Neighbourhood Character Strategy which is currently under review. Further work is planned as a Council Plan initiative in 23/24.	ON TRACK
21	Implement Council bushland reserve Bushfire Management Plans, and annual Bushfire Mitigation Works Program	Program for 22/23 has been implemented across all reserves and includes training and induction of contractor for implementation of bushfire mitigation levels of service, monitoring of contractor works to ensure compliance with levels of service, prescribed burns etc.	COMPLETE & ONGOING ANNUAL INITIATIVE
22	Deliver, promote and support initiatives such as Edendale food growing demonstrations and workshops, Home Harvest 2022/23, community food gardens and provision of sustainable agriculture advice	Successful Vic Health youth / food grant to run over three terms in 2023. Design of the new garden has commenced and procurement of materials. Council has run 5 successful six week horticultural and permaculture courses and delivered 24 workshops focused on food growing. A new community garden has been established at Panton Hill and Council has also developed its "Community Gardens on Nillumbik" map to promote food growing and community connection across the Shire. There are 40 properties receiving the SAR.	COMPLETE
Focus Area 4: Having climate responsive Council services, facilities/buildings and infrastructure			
23	Have service continuity plans in place for extreme heat, rainfall and fire danger days which take into account predicted climate conditions	Council's business continuity plans for critical service delivery take into account extreme weather events. Occupational Health and Safety procedures also provide guidance to management to manage their employee welfare during weather events and emergency situations.	COMPLETE & ONGOING ANNUAL INITIATIVE
24	Identify opportunities to consider climate impacts in the implementation of the Nillumbik Domestic Wastewater Management Plan.	Draft plan completed, climate impacts and long term sustainability is considered within the plan. Plan on public consultation from April - May 2023.	ON TRACK
25	Continue to train staff to prepare for a bushfire emergency response and to implement the Nillumbik Relief and Recovery Plan (BAU)	The Relief and Recovery Plan is in development, will be considered for approval by the Municipal Emergency Management Planning Committee by 30 June 2023. Council's Emergency Management Unit is also delivering a range of training sessions across 2023 for the cross-Council emergency management workforce. The first two sessions were on Emergency Relief Centres with further sessions planned for the year.	COMPLETE & ONGOING ANNUAL INITIATIVE
26	Commence a review of Council's Ecologically Sustainable Development (Building, design and works) (ESD) Policy 2011 so that innovative and sustainable outcomes in capital works projects can be pursued.	The existing ESD policy has been reviewed by an independent specialist. Work on developing a new policy to guide Council's processes will commence in 23/24.	ON TRACK
27	Pursue grant opportunities to install additional Shade Sails at Council locations e.g. at Edendale to support outdoor learning	Grant unsuccessful. Pursuing other avenues of funding.	ON TRACK

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N/a	Additional unplanned major action - response to major rainfall events in 2022	Flood-damaged pedestrian bridges and other infrastructure had to be replaced or repaired following the heavy rainfall and flooding events in October 2022. The deck level of the Susan Street Oval Bridge was able to be lifted an additional 1.2m in height to help minimise the impact of future bridge flooding. Options for replacing the Alistair Knox Park pedestrian bridge are still being considered. Additionally, the conditions resulted in fast growing grass which required additional resources to support a boosted mowing schedule when dry enough to do so; and hazardous trees and debris had to be identified and removed. This resulted in various roads and trails being closed until they could be made safe.	ON TRACK
Focus Area 5: Achieving zero emissions energy use			
Reducing community emissions (Target of net-zero emissions by 2035)			
28	Deliver Council's 'Practically Green' program of events to help promote sustainable living and zero-emissions options for the community	Run by Clean Energy Nillumbik, this program included Sustainable House Day, Expert Eco Chats and Clean Energy Zone at Eltham Festival. For 2023. SHD had 10 homes open with 446 tickets sold, Expert Eco Chats had 35 attendees and the Clean Energy Zone at Eltham Festival was well visited across the weekend in March 2023. A youth project is being planned for late 2023	COMPLETE
29	Commence investigating the feasibility of providing Environmental Upgrade Finance and/or Special Charge Schemes to support Nillumbik residents and businesses to fund climate sustainability upgrades	Investigations have been undertaken to assess if a viable Council led option is available, however given the resource burden and risk to Council regarding the ability to collect the monies, no current solution has been identified. Note that the May 2023 Federal Budget announced \$1billion for Clean Energy Finance Corporation to provide green finance for residential home electrification and energy upgrades, including provision for landlords to support rental housing, which some Nillumbik residents may be eligible for.	COMPLETE
30	Provide Nillumbik residents with a free energy advisory service	The Australian Energy Foundation were providing this service under contract, however, ceased trading in August 2022. Officers are investigating alternative options.	MINOR ISSUES
31	Support Clean Energy Nillumbik (CEN) to provide an energy efficiency appliance bulk buy program for Nillumbik residents and small business	Upgrades supported via Councils practically green contract. Data to date for each installer: Reclaim 77 enquiries received 23 installs complete 35 at early enquiry stage 13 pending quote approval 6 decided not to proceed Chromagen 49 EOIs 2 installations 5 declined Remainder still under enquiry Air Fusion 33 EOIs 6 installs complete	COMPLETE
32	Help raise community awareness of other energy/energy efficiency bulk buy initiatives that they can participate in (e.g. Solar Homes, Victorian Efficiency Upgrades)	Articles added to Enews for Feb 2023. Ongoing and Ad hoc communications via Clean Energy Nillumbik and Enviro Enews and Living & Learning (Council)	COMPLETE & ONGOING ANNUAL INITIATIVE
33	Help identify and support feasible opportunities for local community renewable energy / battery / micro grids / virtual power plants, via collaboration with community partners and the network provider as opportunities arise.	Council officers continue to keep abreast of opportunities and regularly liaise with Clean Energy Nillumbik. Officers have consulted with Clean Energy Nillumbik, NAGA and Yarra Energy Foundation regarding the Neighbourhood Battery Initiative Round 3 grant scheme.	COMPLETE & ONGOING ANNUAL INITIATIVE
Reducing Council's emissions (Target of net-zero emissions by 2030)			
34	Commence development of a 2022-2032 Zero Emissions roadmap / energy strategy that guides Councils transition to net-zero emissions by 2030.	The final draft Net Zero Emissions 2030 Roadmap has been received.	COMPLETE
35	Progress the delivery of a Solar Farm at the former Plenty landfill site	Work has progressed, Council is currently reviewing the proposed contract.	MAJOR ISSUES

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36	Continue to deliver sustainability upgrades at council facilities via Council's annual Climate Action Fund	Climate efficiency upgrades have been delivered at 14 sites: Eltham Bowling Club, St Andrews Tennis Club, St Andrews Community Centre Wadumbuk, Eltham Bowling Club, Strathewen Pavilion, Eltham Senior Citizens, Plenty Park Hockey Club, Edendale (multiple projects), Eltham Childcare Cooperative, Eltham Playhouse, Diamond Creek Pool, Diamond Valley Sports & Fitness Centre, Council Office, and Eltham Community & Reception Centre. An RFQ for a further 6 LED lighting & Fan upgrades is in development. An RFQ for the installation of additional Council fleet electric vehicle charging has been released. Solar feasibility investigations for Eltham Central Pavilion have commenced in support of The Eltham Club's consideration of a solar installation. Upgrades solutions have been quoted for various facilities to improve thermal performance. Electrical site and network investigations have been performed to support transition of the Diamond Creek Pool from gas to efficient, all electric. Quotes for the installation of new pool covers are being received.	COMPLETE & ONGOING ANNUAL INITIATIVE
37	Progress the replacement of Nillumbik's existing mercury vapour street lighting with LED lighting	Council has commenced work on a business case which will investigate the project scope, costs, energy savings and greenhouse savings associated with the proposed street lighting upgrade.	ON TRACK
38	Install higher efficiency LED lighting at Coventry Oval, Diamond Creek and Ben Frilay Oval, Hurstbridge	Coventry Oval, Diamond Creek and Ben Frilay completed. Additional lighting upgrades at Diamond Creek Netball facilities completed.	COMPLETE
39	Incorporate ESD principles in the design and construction of the new Diamond Hills Preschool	ESD principles were proposed for the Diamond Hills Preschool development. Considerations included: energy efficiency, water sensitive urban design, urban ecology, waste management plans, recycling and waste facilities.	COMPLETE
40	Review and specify Council's carbon accounting methodology and software system, using 2019 (i.e. pre-Covid) as the corporate emissions baseline.	The review of Council's existing carbon accounting methodology and gap analysis has been completed as part of the Net Zero Emissions Roadmap, using a 2019 baseline. Existing software has been reviewed and Council is in the process of procuring a suitable Carbon Accounting Monitoring and Reporting Tool.	ON TRACK
Focus Area 6: Enhancing sustainable transport			
41	Help avoid transport emissions by pursuing smart technologies ('Internet of Things'). Install additional compactor litter bins in remote locations to reduce the frequency of collection.	Council currently operates three smart compactor public litter waste bins which are located along the Diamond Creek Trail in Wattle Glen, Diamond Creek and Hurstbridge. Smart compactor waste bins are solar powered public litter bins that compact waste and increase capacity in turn reducing collection frequency requirements. Smart bins notify collection teams via email when a collection requirement is due reducing travel to and from the bin locations in turn reducing emissions. Options to install additional smart bins in remote locations such as St Andrews and Smiths Gully are currently being investigated.	COMPLETE
42	Help avoid transport emissions by enabling flexible remote-working arrangements for Council staff via implementation of Council's flexible working policy	Flexible work arrangement process is in place	COMPLETE
43	Continue development of an Integrated Transport Strategy that includes climate considerations (Major Initiative)	The preparation of the draft Integrated Transport Strategy has involved a series of workshops held with Council staff and Department of Transport and Planning staff. In 2022 Council awarded a contract to PMP Urbanists and has undertaken a series of workshops. Climate considerations included embedding sustainable transport and public transport into the strategic directions of the strategy.	ON TRACK
44	Continue developing a trails network implementation framework, including missing links and local connectivity (Council Plan initiative)	Northern Regional Trail Strategy (NRTS)/ RTAC ToR/Trail Action Plan has progressed with the strategy to be considered for endorsement shortly.	ON TRACK
45	Implement Council's annual program of footpath installation in key locations where there is currently no footpath. (Triaged list)	Various new footpaths were delivered in the 22/23 financial year.	COMPLETE & ONGOING ANNUAL INITIATIVE
46	Deliver the \$5 million Eltham Urban Congestion Busting program which will enhance walking and cycling amenity, safety and infrastructure	Design and consultation has concluded. Major works have begun and key stages completed.	COMPLETE
47	Develop an Electric Vehicle Transition Plan in partnership with the Northern Councils Alliance that considers Council fleet and community-wide transition across the region	Council officers in conjunction with the Northern Council Alliance (NCA) and Northern Alliance for Greenhouse Action (NAGA) have developed Community Electric Vehicle Transition and Zero Emission Fleet Transition Plans.	COMPLETE

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48	Transition Council's passenger fleet and explore placement opportunities for electric charging stations for Council vehicles.	Council's Fleet Transition Plan report has been completed by consultants in collaboration with NAGA councils. Opportunities for placement of EV charge stations at various council facilities for fleet is in progress. Additional charging at Council Office will be installed shortly. The fleet transition will continue to take place as vehicles become due for replacement over the next seven years.	ON TRACK
49	Continue to provide and maintain community electric vehicle charging stations at the Eltham Leisure Centre; Diamond Valley Sports and Fitness Centre, Greensborough; and Community Bank Stadium, Diamond Creek	Community electric vehicle charging stations continue to be available at the Eltham Leisure Centre; Diamond Valley Sports and Fitness Centre, Greensborough; and Community Bank Stadium, Diamond Creek. Annual service and maintenance agreements are in place to ensure functionality.	COMPLETE & ONGOING ANNUAL INITIATIVE
Focus Area 7: Achieving a zero waste and circular economy			
50	Work with the Victorian government to prepare for the introduction of a container deposit scheme in Nillumbik by 2023	The Victorian Container Deposit Scheme (CDS) is planned to be rolled out by the end of 2023. The State Government is currently establishing Network Operators to manage the roll out and choose collection point locations across the state. Officers are waiting for an update on this to check that there are convenient drop off locations for the Nillumbik community. The scheme will reward Victorians with a 10-cent refund for every eligible can, carton and bottle they return.	ON TRACK
51	Continue to divert Nillumbik's green waste and recycling from landfill to reduce methane emissions; return carbon to soils and reduce energy use in producing new products.	In 2021/2022: <ul style="list-style-type: none"> - 10,695 tonnes of food organics and garden organics (FOGO) were collected through the weekly FOGO kerbside collection service. The material was processed at an in vessel composting facility, turned into compost of different grades to then be rolled out as a soil conditioner product to broad acre farming. - 7,121 tonnes of recycling was collected through the fortnightly recycling collection service and processed at a Materials Recovery Facility (MRF). This facility uses state-of-the-art systems and equipment to recover recyclables from the yellow-topped recycling bin including plastic bottles and containers, glass, paper, cardboard, aluminium and steel products which are separated and baled to be sold as a commodity for remanufacture. - 72.7% of waste was diverted from landfill through the kerbside waste collection service These figures will be replaced with 22/23 figures as soon as they are available.	COMPLETE & ONGOING ANNUAL INITIATIVE
52	Operate the Reuse Shop to help divert reusable items from landfill	The Reuse Shop is located next to Council's Recycling Centre. It is managed by the Green Wedge Christian Community and stocks a wide range of affordable second-hand goods, many of which have been salvaged from the Recycling Centre. Purchasing from this shop supports waste minimisation through reuse.	COMPLETE & ONGOING ANNUAL INITIATIVE
53	Promote and help to enhance the sharing and repair economy, for example via the Home Harvest seed-library network across Nillumbik	Promotion of seed libraries and local repair cafes is ongoing. A beautifully illustrated Grow Guide that was developed by a community member and supported with a Council community grant has been promoted.	COMPLETE & ONGOING ANNUAL INITIATIVE
54	Prioritise the use of recovered materials in Council's construction projects	Clauses specifying the use of environmentally friendly concrete, which contained recycled waste materials, recycled crush concrete as a base material for concrete works and the use of recycled crumbed rubber in asphalt works (where appropriate) have been inserted in Council's standard tender and Request for Quotation specification templates. This prioritisation work will be ongoing.	ON TRACK
55	Include 'paper' within Council's emissions reduction target	Paper is included in the draft Net Zero Emissions 2030 plan and a Carbon Accounting, Monitoring and Reporting Tool is planned to enable the tracking and reduction of associated emissions referred to as scope 3 (indirect emissions - goods and services).	COMPLETE
Focus Area 8: Integrated Water Management			
56	Create a process map to integrate climate risk in infrastructure decisions and planning, considering drainage in 2022-23.	An internal working group was formed to help develop the scope and objectives of a process map.	MINOR ISSUES
57	Develop and deliver a sustainable farm dam educational program for the local community.	A sustainable farm dam demonstration workshop was held in Christmas Hills in November 2022, in partnership with Melbourne Water and Agriculture Victoria. Participants learnt practical measures to manage farm dams and improve them for productivity and biodiversity.	COMPLETE