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| **Template 2: Adaptive Capacity** |
|  | **Performance Criteria** | **Rating** | **Considerations** |
| Strongly Agree | Agree | Disagree | Strongly Disagree | Don’t Know |
| **HUMAN CAPITAL** | **Staff have the knowledge, skills and time to develop, implement and evaluate adaptation strategies** |
| Staff have (or can acquire) adequate knowledge and skills, or access to appropriate training, to develop and implement adaptation strategies  |  |  |  |  |  | * *Do relevant staff have the appropriate knowledge and skills to effectively contribute to the development and implementation of Council’s adaptation strategies?*
* *Has training and capacity building programs been identified to ensure currency in staff knowledge and skills related to climate change adaptation?*
 |
| The time allocated to staff is sufficient for the development of adaptation strategies |  |  |  |  |  | * *Is sufficient time for developing adaptation strategies included in individual staff work plans?*
 |
| The time allocated to staff is sufficient for the implementation of adaptation strategies |  |  |  |  |  | * *Is sufficient time for implementing adaptation strategies included in individual staff work plans?*
 |
| The time allocated to staff is sufficient for the monitoring and evaluation of adaptation strategies |  |  |  |  |  | * *Is sufficient time for monitoring and evaluation of adaptation strategies included in individual staff work plans?*
 |
| **ORGANISATIONAL CAPITAL** | **Organisational goals, structures and processes facilitate the development, implementation and evaluation of adaptation strategies** |
| Organisational strategy and plans are consistent with the goals of adaptation |  |  |  |  |  | * *Are Council’s other strategies and plans consistent with the goals of Council’s adaption plan?*
 |
| Senior staff within the organisation champion the need for adaptation |  |  |  |  |  | * *What communication channels exist to champion the need for adaptation?*
* *Is there a standing agenda item at meetings of senior staff?*
* *Is adaptation incorporated into the work plans and reporting programs for senior staff?*
* *Who in the executive would be the most relevant / willing person to speak to?*
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| Communication and coordination between Council divisions is sufficient for the development, implementation and evaluation of adaptation strategies |  |  |  |  |  | * *Have the effects of adaptation on different Council divisions been identified?*
* *What mechanisms exist to facilitate communication and coordination between Council divisions?*
* *Are different*  *Council divisions engaged in the development, implementation and evaluation of adaptation strategies?*
* *Has an appropriate person been allocated responsibility for maintaining communication and coordination between divisions?*
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| **SOCIAL CAPITAL** | **Connections with all relevant community and industry stakeholders represent supportive networks** |
| Processes have been developed and are used effectively to engage relevant community sectors during planning, implementation and evaluation |  |  |  |  |  | * *Does Council report on the progress of adaptation strategies to the community?*
* *Are there opportunities for community participation in the implementation and review of Council’s adaptation strategies?*
* *How is community feedback considered in the implementation, monitoring and review of Council’s adaptation strategies?*
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| Processes have been developed to engage relevant industry sectors during planning, implementation and evaluation |  |  |  |  |  | * *Does Council report on the progress of adaptation strategies to relevant industry sectors?*
* *Are there opportunities for relevant industry sectors to participate in the implementation and review of adaptation strategies?*
* *How is industry feedback considered in the implementation, monitoring and review of Council’s adaptation strategies?*
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| **NATURAL CAPITAL** | **Sufficient natural resources (e.g. available land, freshwater supplies, riparian/dunal vegetation, raw materials) are accessible to facilitate adaptation** |
| Natural resources necessary for adaptation are present in the local area or region |  |  |  |  |  | * *Has Council identified and recorded the extent and condition of natural resources in the local area or region?*
* *Are there systems in place for monitoring the condition of natural resources in the local area or region?*
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| Initiatives are in place to protect and enhance natural resources in the local area and region |  |  |  |  |  | * *Are there programs in place for maintaining and enhancing the condition of natural resources in the local area or region?*
 |
| The value of natural resources in adapting to climate change impacts is acknowledged and quantified in relevant plans (for e.g. asset management plans)  |  |  |  |  |  | * *Has Council evaluated the role of natural resources in mitigating and adapting to the effects of climate change (e.g. dunal vegetation provides a natural buffer to storm surge, trees help to mitigate urban heat island effects)?*
* *Is the value of natural resources in adapting to climate change impacts considered in Council planning decisions?*
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| **BUILT CAPITAL** | **Sufficient infrastructure and capital assets are available to support adaptation** |
| Infrastructure and capital assets necessary for adaptation are present (or will be when necessary) in the relevant local area |  |  |  |  |  | * *Has Council undertaken an assessment of the role of infrastructure and capital assets in adapting to climate change impacts (e.g. sea walls for protection against storm surge and sea level rise; fire retardant building materials in bushfire-prone areas; insulation and cooling systems to mitigate heat wave effects etc)?*
* *Is adaptation considered in relevant asset management plans?*
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| The condition/state of infrastructure and capital assets is sufficient for the purposes identified in adaptation plans |  |  |  |  |  | * *Has Council considered how climate change impacts may affect the condition/state of infrastructure and capital assets (both existing assets and planned development)?*
* *Are climate change thresholds (i.e. frequency of extreme weather events; sea level rise benchmarks etc) considered in the maintenance of assets?*
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| **FINANCIAL CAPITAL** | **Adequate financial resources have been allocated in council budgets or accessible through other sources of funding** |
| Sufficient financial resources for adaptation planning, implementation and evaluation are included in relevant Council budgets or can be sourced externally or are planned for future expenditure |  |  |  |  |  | * *Is climate change adaptation incorporated into Council’s Community Strategic Plan and associated resourcing strategy?*
* *Has Council undertaken an assessment of the financial costs associated with climate change impacts?*
* *Has a cost-benefit analysis been undertaken to inform adaptation planning and response?*
* *Are sufficient resources allocated to address the operational costs of projects and or works associated with the plan, including any additional research required, and funding for monitoring and evaluating the outcomes of those activities?*
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