



CITY OF
MITCHAM

CITY OF MITCHAM DOG AND CAT MANAGEMENT PLAN 2018-2023



**DOG AND CAT
MANAGEMENT PLAN
2018-23 ENDORSED BY
COUNCIL ON 8 MAY 2018
AND BECAME OPERATIONAL
ON THE 1 JULY 2018.**



**AROUND 63%
OF AUSTRALIAN
HOUSEHOLDS OWN
A PET - 39% OWN
A DOG WHILST
29% OF HOUSEHOLDS
OWN A CAT.**



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EXECUTIVE SUMMARY

Around 63% of Australian households own a pet – 39% own a dog whilst 29% of households own a cat. These figures are significant and reflect the sustained popularity of pet ownership in Australia.

Mitcham Council's Dog and Cat Management Plan 2018-2023 provides a framework for Council's management of dogs and cats and in particular for improving the animal management services provided. It reflects our review of Mitcham Council's animal management services, community feedback and a review of the strategic planning context.

Council has performed well on all the Key Action Areas contained in the last Dog and Cat Management Plan for 2012-2017. It also performs well against the animal management measures collated by the Dog and Cat Management Board (compared to other Councils) and on statewide averages. There were no stand out issues that were considered to warrant urgent attention.

New statewide animal management requirements will be introduced from 1st July 2018:

- + A new online portal to be known as Dogs and Cats Online (DACO) will replace individual council animal registration registers.
- + All dogs and cats over the age of three months will be required to be microchipped.
- + All new generations of dogs and cats will be required to be desexed. Owners will not be required to desex dogs and cats born before this date.

These are significant changes which will be an early focus of the Plan. New procedures and community education will be required.

A cat confinement requirement will be considered as part of the 2023 Cat By-law review. This follows community feedback supporting either a cat curfew or a 24-hour cat confinement requirement. The review would consider scientific evidence, resourcing implications and further targeted consultation with the community.

The off leash areas available for exercising dogs in the City of Mitcham area listed in Appendix 1.

The Council's first Dog Park, opened in 2009, is at CC Hood Reserve Panorama.

Section 4.5 summarises the background to the establishment of a second dog park in the hills area of Mitcham Council. This work was done during the life of the last Plan and included two studies conducted by *Balancing Act Adelaide* in October 2016 and February 2017 and a Council resolution on 13 December 2016 that a dog park be established in the hills area of Mitcham.

Of the four parks/reserves in the hills area that the second *Balancing Act Adelaide* study concluded were suitable for an enclosed dog park, Hannaford Park is considered to be the most suitable. However it is not without issues and there was both community support for and opposition to it having a dog park.

Based on Council's final stage consultation feedback and Petition received in January 2018 Hannaford Park, has been targeted for further consultation with all stakeholders in the immediate vicinity to consider a range of improvements to Hannaford Park as a dog off leash area including new and/or upgraded infrastructure, design and siting considerations, improvements for dog owners exercising their dogs at the park.

If a dog off leash area is established this would be implemented by a resolution of Council under the Council's By-law 5, Section 8 Dog Exercise Areas.

The Plan includes consideration of whether it is possible to achieve additional off-leash spaces in Council's reserves and that supporting infrastructure in all of Mitcham's off leash areas be upgraded to include the provision of dog play equipment, dog poo bags, bag dispensers, waste bins and increased frequency of waste disposal. This is because this was the most frequent response in the *Balancing Act Adelaide* survey regarding improvements to parks and reserves. This might include an enlargement of the existing dog park at CC Hood Reserve. The list of off leash parks that could be enhanced over the life of this Plan is provided in Appendix 1.

A perennial issue in animal management is dogs being leashed where required and under effective control in places where they can be exercised off the leash. It was a key theme in the community feedback. The Plan recommends consideration of the following initiatives:

- + A video on the responsibilities of dog owners using public spaces with their dog.
- + Written material featuring a range of typical interactions or issues to do with the presence of dogs in Council's reserves. These "vignettes" could be disseminated separately or together via passive social marketing (eg Council's website) and active social marketing (eg social media, newspapers).

Fortunately, most barking dog complaints are resolved fairly easily. However, some drag out for months, are not resolved easily and can cause angst for both the complainant and dog owner. Council will hold a forum inviting a range of stakeholders including animal behaviourists, which would also be open to the community to discuss barking issues.

The remainder of the Plan involves ongoing monitoring, review and improvement where possible of Council's procedures and education material in conjunction with careful monitoring of our key performance indicators.





1 SUMMARY OF KEY RECOMMENDATIONS

The following is a summary of the key recommendations. More detailed information is contained within the plan:

- + Existing requirements, procedures and databases will be reviewed and updated to accommodate the forthcoming statewide changes to the Dog and Cat Management Act and the introduction of DACO;
- + A comprehensive education program will be developed and implemented that covers the suite of local and statewide requirements applying to dogs and cats;
- + Further targeted consultation to occur in the immediate vicinity of Hannaford Park (Reserve) with all stakeholders to consider a range of improvements to Hannaford Park as an enhanced dog off leash area including new and/or upgraded infrastructure, design and siting considerations, and improvements for dog owners exercising their dogs at the park. If an enhanced dog off leash area is established this would be implemented by a resolution of Council under the Council's By-law 5, Section 8 Dog Exercise Areas;
- + List of off-leash parks that could be considered for enhancement over the life of the Plan (see appendix 1);
- + A cat confinement requirement will be considered during the life of the Plan;
- + Additional education initiatives will be undertaken in relation to the presence of dogs in public places (streets, footpaths, parks and reserves); and
- + A dog barking forum will be held with residents and identified stakeholders.



2 INTRODUCTION

Around 63% of Australian households own a pet - 39% own a dog whilst 29% of households own a cat. These figures are significant and reflect the sustained popularity of pet ownership in Australia. Pets can be wonderful companions. There is also mounting evidence that pets provide significant psychological and physiological benefits including improvements to cardiovascular health, fewer visits to the doctor, a buffering against grief at times of bereavement, a lowering of stress and delaying of the ageing process.

In South Australia, the *Dog and Cat Management Act 1995* (the Act) provides for the management of dogs and cats in the community. Its objectives are to:

- + Encourage responsible dog and cat ownership;
- + Reduce public and environmental nuisance caused by dogs and cats; and
- + Promote the effective management of dogs and cats (including through the encouragement of the desexing of dogs and cats).

The City of Mitcham is responsible for implementation of most of the requirements in the Act within the Mitcham Council area.

The Act requires all Councils to produce a Plan of Management relating to dogs and cats within their local area. They are called Animal Management Plans and/or Dog and Cat Management Plans and are produced every five years.

This is the City of Mitcham's Dog and Cat Management Plan for 2018-2023.

It includes strategies to manage dogs and cats and sets out how Council's responsibilities under the Act will be addressed.

Section 1 provides a summary of the key recommendations contained in the Plan.

Section 3 describes the steps we have taken in preparing this Plan.

Section 4 describes the background and context to the Plan. It includes:

- + A profile of the special attributes of the Mitcham Council area;
- + A description of the legislation, Council's animal management By-laws and Council's existing animal management service;
- + The background to the establishment of a dog park in the Mitcham hills; and
- + The stakeholders and partners who have or might have a role to play in improving the animal management service and outcomes.

Section 5 provides a summary of the community feedback and investigations undertaken in relation to the Plan (including consideration of petition received).

Section 6 provides the objectives, strategies and key performance measures that make up our Dog and Cat Management Plan.

Appendix 1 contains a list of the parks and public reserves where dogs may be exercised off-leash, those where they are required to be under effective control by means of physical restraint and the parks and public reserves in which dogs are prohibited from entering.

Appendix 2 reports on the feedback received from the community in relation to the Plan.

Appendix 3 provides Council's key animal management statistics.

THERE IS ALSO MOUNTING EVIDENCE THAT PETS PROVIDE SIGNIFICANT PSYCHOLOGICAL AND PHYSIOLOGICAL BENEFITS INCLUDING IMPROVEMENTS TO CARDIOVASCULAR HEALTH, FEWER VISITS TO THE DOCTOR, A BUFFERING AGAINST GRIEF AT TIMES OF BEREAVEMENT, A LOWERING OF STRESS AND DELAYING OF THE AGEING PROCESS.



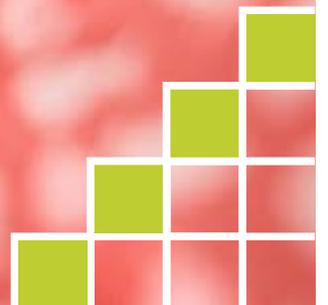
3 HOW DID WE PREPARE THE PLAN?

The steps we took in preparing the Plan are summarised below.

THE STEPS WE TOOK IN PREPARING THE PLAN

Community and geographic profiles	An understanding of the community and geographic profiles will ensure the Plan reflects the special attributes of the Mitcham Council area. This is described in Section 4.1.
The planning context	The Strategic Management Plan 2017-2022 was reviewed for its implications for the Council's animal management service. This is described in Section 4.2.
Legislation	The Dog and Cat Management Act 1995 is the foundation for Council's animal management service. Developing this Plan is an opportunity to review our animal management service to improve the outcomes achieved. In addition, there are recent amendments to the Act that will need to be implemented by the Council. The legislation and forthcoming amendments are described in Section 4.3.
By-laws	The Council has two animal management by-laws – one in relation to dogs and one in relation to cats. They expire in January 2023. In preparing this Plan, we considered the requirements contained in these by-laws ahead of a formal review in 2022. The animal by-laws are described in Section 4.3.
Existing service	Preparing the Plan is an opportunity to reflect on the existing animal management service provided by the Council and consider possible improvements. The existing animal management service is described in Section 4.4.
Second dog park and off leash but under effective control areas	The reviews, studies and Council reports relating to dog off leash areas and a second dog park in Mitcham were considered in the final recommendations contained in this Plan. The discussion and recommendations are contained in Sections 4.5 and 5.5.
Partnerships	In preparing the Plan, we considered ways to partner with others to improve outcomes and achieve a better use of resources. The list of possible stakeholders and partners is included in Section 4.6.
Records and data	The Council's animal management data was reviewed to identify trends, issues and possible priorities. This is described in Section 5.1.
Outcomes of the 2012-2017 Plan	The outcomes of the last Dog and Cat Management Plan were reviewed and are summarised in Section 5.2.
Community feedback	Community feedback has been incorporated into the Plan where possible and appropriate. The community engagement process and feedback received is explained in Section 5.3.
Staff feedback	Council staff were able to provide valuable input on trends, issues and possible priorities and initiatives. This is outlined in Section 5.4.
Research and best practice	We reviewed the latest research on the key issues.
Other states and councils	We looked at what other states and councils are doing in animal management.
Funding	Any new initiatives will need to be resourced along with the resourcing of existing services and facilities. Existing funding arrangements were considered.

**A CAT CONFINEMENT
REQUIREMENT WILL BE
CONSIDERED AS PART
OF THE 2023 CAT
BY-LAW REVIEW.**



4 BACKGROUND AND CONTEXT TO THE PLAN

This section describes the background and context to the Dog and Cat Management Plan including:

- + The community and geographic profiles of the City of Mitcham that might have a bearing on the Dog and Cat Management Plan;
- + Mitcham's Strategic Management Plan 2017-2022 Mitcham which provides a background and context to preparation of the Plan.
- + The Dog and Cat Management Act and Council's animal management by-laws;
- + Council's existing animal management service;
- + Background to the establishment of a Second Dog Park; and
- + Identification of relevant external stakeholders and partners.

4.1 MITCHAM PROFILE

The City of Mitcham covers 30 suburbs, an area of 75 square kilometres and stretches from Cross Road in the north, Sturt River in the south, from Mount Barker Road in the east to South Road in the west. In 2016, the total population was 66,372, an increase of 473 on the previous five years. Approximately one third of the population live in the hills area whilst two thirds live on the plains area of the Council.

In 2016, the majority of residents lived in separate houses. 20.6% of dwellings were in the form of medium or high density housing compared with 26% for greater Adelaide.

Council has a higher proportion of persons at post retirement age than greater Adelaide.

The majority of residents (84%) speak English at home. Of the other languages spoken at home, the most common languages are Greek, Mandarin and Italian.

The City of Mitcham boasts a range of unique natural habitats, trees and native vegetation that form part of a significant green corridor across the western slopes of the Mount Lofty Ranges. The hills contain one of the large remnant stands of endangered Grey Box Grassy woodland in South Australia and are the home of many threatened native plants and animals.



4.2 STRATEGIC MANAGEMENT PLAN 2017-2022

The City of Mitcham Strategic Management Plan 2017-2027 has particular relevance because it outlines

the Council's key areas of focus for the coming years. Its objectives are set out below along with their implications

for the Council's animal management service.

OBJECTIVE	RELEVANT STRATEGIES	IMPLICATIONS FOR THE ANIMAL MANAGEMENT PLAN
 <p>1 Accessible and Connected Community</p>	<p>Strategy 1.2 Access to a diverse range of information, services, activities and facilities.</p> <p>Strategy 1.3 Access to high quality, vibrant, well serviced places and spaces to meet, learn and recreate.</p> <p>Strategy 1.4 Our community is strong, healthy, resilient and is supported in building connections amongst people, pursuing pathways to lifelong learning and personal growth.</p> <p>Strategy 1.6 Our community is actively encouraged and supported to have a voice and to participate in a meaningful way in shaping our City.</p>	<p>Recognise the health benefits of pet ownership.</p> <p>Recognise the role of dog walking in the promotion of active lifestyles.</p> <p>Recognition of the role dog walking plays in creating opportunities to build social connections with others.</p>
 <p>2 Sustainable City</p>	<p>Strategy 2.1 Our biodiversity within open spaces, waterways, reserves and streetscapes is protected and enhanced.</p> <p>Strategy 2.4 Our community is resilient to climate change and the impacts of natural disasters.</p>	<p>Consider the impacts of dogs and cats on biodiversity.</p> <p>Assist pet owners in planning for and recovering from emergencies and natural disasters.</p>
 <p>3 Dynamic and Prosperous Economy</p>	<p>Strategy 3.1 We have attractive and vibrant precincts, places and spaces, supported by a variety of quality community facilities and retail, commercial and residential development.</p> <p>Strategy 3.3 We work collaboratively with neighbouring Councils, State Government and private sector partnerships.</p> <p>Strategy 3.4 We are a destination well regarded by residents and visitors for our heritage, natural environment, events, educational and medical facilities.</p>	<p>Consider partnerships with others to improve animal management outcomes and achieve a better use of resources. This could include neighbouring Councils, external stakeholder groups, the State Government, volunteers and the private sector.</p>
 <p>4 Vibrant and Rich Culture</p>	<p>Strategy 4.1 We have special places, spaces and stories that create a strong sense of place and great experiences for our community.</p>	<p>The dog park and other reserves that permit off leash exercise provide a positive experience for dog owners.</p>

Community feedback received in relation to the Strategic Management Plan suggested that Council should continue to provide services for older people, support volunteers, create greater opportunities for volunteering, engage with young people and families and recognise the value of multiculturalism and diversity. There was also some suggestion that Council increase its use

of digital communication and digital services. This suggests the following potential implications for the Plan:

- + Recognition of the health and companionship benefits of pet ownership for all members of the community including the elderly;
- + Council could consider using volunteers to improve animal

management and related outcomes; and

- + Potential augmentation of digital communications with pet owners.

4.3 LEGISLATION AND BY-LAWS

DOG AND CAT MANAGEMENT ACT 1995

The Act provides the foundation for the Council's animal management service. Key features of the Council's responsibilities under the Act are that:

- + Dogs must be registered and identified.
- + Dogs are not allowed to wander at large, attack a person or an owned animal, cause a nuisance or defecate in a public place unless the owner immediately removes the faeces and disposes of them in a lawful and suitable manner. Dogs are required to be leashed on public roads and in public places (unless sign posted by Council to the contrary).
- + Councils have the power to make a range of orders in relation to the keeping of dogs.
- + Councils have the power to seize and detain dogs.
- + There are specific requirements in relation to the detention/removal of cats from remote or fragile areas and in relation to unidentified cats in other areas. Cats are not required to be registered. This remains a council-by-council decision.

LEGISLATIVE CHANGES

The South Australian Government has made changes to the Act, some of which have already been implemented and others which are expected to be introduced in 2018. These are discussed below. Most of the changes will need to be managed and enforced by the Council.

Microchipping

All dogs and cats over the age of three months will be required to be microchipped. The new provisions will commence on 1 July 2018. The new statewide requirement will override the need for the local by-law requirement for cats to be microchipped. However given the by-law provisions are not in conflict with the statewide legislative changes being introduced Council's by-law does not need to be changed until their next review in 2023.

The requirement to microchip will be enforced as part of the annual registration process.

Desexing of dogs and cats

Dog and cat owners will be required to desex all new generations of dogs and cats born after the 1 July 2018 and by

the age of six months. Owners will not be required to desex dogs and cats born before the prescribed date. Exemptions will apply and be possible. This will help to reduce the large number of unowned and unwanted cats in the community.

Sale of dogs and cats

Sellers of dogs and cats are to give the new owner a written notice setting out the identity of the seller, the identity of the breeder, details of vaccinations and other treatments, information relating to the microchip, desexing and other relevant medical information and in the case of a dog subject to control orders, details of the order.

Dog and Cat breeders

Anyone who breeds a dog or cat for sale will be required to register as a breeder.

Assistance dogs

The term Assistance Dog has replaced the terms Disability Dog, Guide Dog and Hearing Dog. The change has provided Assistance Dogs with a wide range of public access rights and there have been changes to who can accredit animals.

Council officers

The current terms of a Dog Management Officer and Cat Management Officer has been replaced with Authorised Person. Under the new provisions, Authorised Persons have been granted additional powers to improve their ability to enforce the Act.

CHANGES TO REGISTRATION - DOG AND CATS ONLINE (DACO)

At present, all dogs are required to be registered with the respective local Council.

From 1 July 2018, a new statewide online portal will replace individual council registers. Dog owners will pay registration fees online. The new system, to be known as Dogs and Cats Online (DACO) will send owners renewal notices, and their registration discs.

DACO information will be available 24/7 to Council officers and other Authorised Persons. The statewide registers will enable Council officers to identify the homes of dogs from other council areas.

The Board expects an increase in the number of people registering their dog each year (which could increase council revenue). It also expects animals to be returned to their owners more quickly than is possible now.

The Board will fully fund DACO through an increase in the percentage of the dog registration fees remitted to the Board.

Council will need to review its systems and processes to capture the new information. The existing database may not have the necessary functionality. There will also be an opportunity to integrate other databases (microchipping, dog incidents, breeder registration).

The new microchipping requirements will require cat owners to upload their details into DACO. DACO would then become a tool Council could use to manage cats (in conjunction with the local database of cat registrations).

BY-LAWS

Mitcham Council has two by-laws relating to dogs and cats.

The Dogs By-law 2015 (By-law No 5 of the City of Mitcham):

- + Provides a permit requirement for premises wishing to keep more than one dog in a small dwelling and more than two dogs in premises other than a small dwelling (with exemptions).
- + Provides for dog exercise areas, dog on leash areas and dog prohibited areas. The parks and reserves in each category are listed in Appendix 1.
- + Requires people to carry a receptacle suitable for removing their dog's faeces from public spaces.

The Cats By-law 2015 (By-law No 6 of the City of Mitcham):

- + Requires all cats to be registered and microchipped.
- + Provides a permit requirement for households wishing to keep more than two cats and ensuring all cats are kept without causing a nuisance.

Both by-laws expire in January 2023.

The by-law requiring cats to be microchipped will be superseded by the forthcoming statewide requirement that will commence on 1 July 2018. It would be appropriate to remove the microchipping requirement from the by-law at the next by-law review in 2023.

If a local requirement to confine cats were to be introduced, this would happen by way of an amendment to the existing Cats By-law (or included in the new by-law enacted after 2023).

4.4 COUNCIL'S EXISTING ANIMAL MANAGEMENT SERVICE



EXISTING ANIMAL MANAGEMENT SERVICE

Registration

In the City of Mitcham, dogs and cats are required to be registered. From 1 July 2018, registration will be managed by the new statewide DACO.

Whilst the Board will manage dog registrations under the DACO system, Council will still have a role to play in following up those that fail to register/register their dog.

Staffing

Council has two (FTE) Dog Management Officers and one (0.6 FTE) Cat Management Officer. One or more Community Safety Officers are on duty seven days a week and on-call officers are available to handle emergency calls.

Lost and unowned pets

In 2016/2017 76 dogs were impounded. This is an increase from 66 dogs in the previous year. Overall Council had a 92.2% return rate to owners in 2016/2017.

Dogs that cannot be re-united with their owner are handed to the RSPCA which is required to hold them for 72 hours before making them available for re-homing.

Council has nominated the RSPCA as the location as to where cats can be contained.

DOG ATTACKS

Council received 46 reported dog attacks in 2016/2017 and 49 the previous year.

A Standard Operating Procedure exists for dealing with dog attacks to ensure the necessary steps are taken to investigate and respond to such incidents.

Key measures to reduce the incidence of dog attacks include early socialisation and obedience training, confinement to prevent dogs from wandering and effective control of dogs in public places.

Education, especially of children, in how to behave around dogs can reduce the risk.

Research by the Board shows that undesexed dogs are 7 to 10 times more likely to attack than desexed dogs. The forthcoming mandatory desexing requirement will help to reduce the risk.

Community Safety Officers continue to review their processes for dealing with dog attacks.

Dog barking

Excessive barking is a problem that consumes a considerable amount of Council resources. Ninety per cent of dog complaints are resolved within 14 days but the remaining 10% can become intractable and particularly difficult to resolve.

A Standard Operating Procedure exists for dog barking to ensure that it reflects best practice and consistency of approach by the team.

Community Safety Officers continue to review their processes for dealing with dog barking problems.

Education in responsible pet ownership

The Community Safety Team has a range of brochures and Council's website provides information to dog owners on a range of relevant topics.

The Board supports a primary school education program aimed at 6-10 year olds. A primary focus of these programs is to reduce the incidence dog attacks on children.

Dogs in public places

The Act requires dogs to be leashed on public streets, nature strips, footpaths, parking areas and shopping centres. Council's Dogs By-law provides for declared areas where dogs are allowed to be exercised on and off the leash and areas where they are prohibited from entering. They are listed in Appendix 1. They include some time-share areas, and generic requirements applying to fenced playgrounds (dogs prohibited) and unfenced playgrounds (dogs required to be on the leash within 10 metres of the play space). There is also a 20 metres rule for Mortlock Park which means dogs are required to be on leash at all times within 20 metres of the BMX track, playground equipment and of organised sport or school activities (when they are underway).

Dogs must be kept under effective control in all other public places.

Council has a dedicated Dog Park at CC Hood Reserve, Panorama. It is fully enclosed by a 1.5m fence to allow dogs to be exercised freely off the leash in a safe environment under effective control. The park includes shelters, bench seating, water dispensers, poo bag dispensers, waste bins and play equipment for dogs including rails, posts and pipes.

Owners of dogs or the person responsible for the dog are required to remove any dog faeces left by their dog in a public place. Failure to do so is an offence under the Act.

Council's by-law also makes it an offence to take a dog into a public place if the person in control of the dog is not carrying a dog bag or similar to remove the dog's droppings.

Council supplies dog bag dispensers across the Council area.

Issues in relation to dogs in public places include that:

- + Dogs are retained under effective voice control in off leash areas;
- + Dogs are kept on the leash in on leash areas;
- + Dogs are not taken to areas where dogs are prohibited; and
- + Dog faeces are removed from public places and dog owners carry a receptacle with them to pick up their dog's droppings.

4.4 COUNCIL'S EXISTING ANIMAL MANAGEMENT SERVICE CONTINUED

REGISTRATIONS

In 2016/2017, Council had 9,748 registered dogs. This is almost the same as the previous year.

CAT CONTROL AND MANAGEMENT

Council's Cats By-law (By-law No 6) requires cats over the age of three months to be registered and microchipped. In addition, only two cats may be kept at an address without Council approval unless conditions outlined in the By-law are met.

The Act provides for the detention/removal of cats from remote or fragile areas and in relation to unidentified cats in other areas.

Council has cat traps available for hire for residents to manage cats trespassing on their property.

At this time, Council does not provide facility to detain cats. Residents are advised to take unowned cats to the RSPCA shelter at Lonsdale.

FUNDING

All monies received from registrations, expiations and fines are spent on dog and cat management. The delivery of services provided by Council's animal management services are subsidised by the community.

It is envisaged that the actions contained in the Dog and Cat Management Plan 2018-23 are able to be funded from within the existing animal management budget with the exceptions being:

- + The development of the dedicated dog park in the hills; and;
- + The enhancement of existing off leash areas (depending on level on enhancement).

Those key performance measures outside the animal management budget would be delivered through separate deliberations of Council through the budget bid process.

Council pays 20% of funds received from dog registrations to the Dog and

Cat Management Board. This will rise to 24% with the commencement of the statewide registration portal (DACO). (No funds are paid from cat registrations.)

Monies are available from this fund to Councils for specific projects and initiatives.

EMERGENCY MANAGEMENT

The hills area of the City of Mitcham is located in a designated Higher Fire Risk Area. Some Council services in these parts of the Council area are restricted during periods of Catastrophic and Extreme Fire Danger Warning. This includes routine animal management matters.

Council's website provides information on planning for pets in emergencies.



4.5 SECOND DOG PARK

The off leash areas available for exercising dogs in the City of Mitcham are listed in Appendix 1.

In 2009, the City of Mitcham opened its first dedicated enclosed dog park at CC Hood Reserve, Panorama. An enclosed dog park is a type of off leash area which has been specifically set aside for dogs and their owners and is fully enclosed or fenced.

The last Dog and Cat Management Plan 2012-2017 foreshadowed the development of a second dog park during the life of the plan. To this end, *Balancing Act Adelaide* was commissioned in 2016 to determine the need for additional dog off-leash areas in Mitcham, including a second designated enclosed dog park. Their investigations included a survey of residents which resulted in 378 completed surveys.

The *Balancing Act Adelaide (October 2016)* report supports the provision of additional off-leash areas in Mitcham and the extension of existing off leash times. It further recommended that greater attention be placed on augmenting and improving off-leash

areas in general than on establishing a second dog park. It found that the provision of safe off leash parks within walking distance of home and with supporting infrastructure would be of more benefit to residents than a second dog park. The primary reason for this is that convenience was the major factor in determining which parks Mitcham's dog owners visit.

On 13 December 2016, Council considered the *Balancing Act Adelaide (October 2016)* report and resolved that a second dog park in the hills area of the City of Mitcham be identified and included in the next Dog and Cat Management Plan 2018-2023. Council also endorsed the provision of additional community education and dog off-leash areas with supporting infrastructure and that their location and development be identified and included in the next Dog and Cat Management Plan (subject to budget bids).

This led to a further assessment by *Balancing Act Adelaide (February 2017)* of nine parks/reserves within the hills area for their suitability as an enclosed dog park. Their report considered the

following Hills area parks/reserves:

- + Hawthorndene Oval;
- + Hannaford Park;
- + Blackwood Hill Oval;
- + Sherwood Road Reserve;
- + Donnybrook Road Reserve;
- + Bailey Reserve;
- + Blackwood Hill Oval;
- + Suffolk Reserve;
- + Ossie Goldsworthy Reserve or Johnson Parade Reserve; and
- + Archibald Park.

The report concluded that whilst none of the parks/reserves were without issues, four were more suitable for further investigation by Council. These are the ones bolded above. The report also concluded that some of the reserves could be enhanced over time to become safe, informal off leash exercise areas with supporting infrastructure.

This Plan's recommendations in relation to a second dog park are contained in Sections 5.5 and 6.2.

4.6 STAKEHOLDERS AND PARTNERS

The organisations with an involvement in or interface with animal management are listed below. Building partnerships and clarifying the Council's role can improve outcomes and achieve a more effective use of resources.

THE DOG AND CAT MANAGEMENT BOARD

The functions of the Dog and Cat Management Board are to:

- + Plan for, promote and provide advice about, the effective management of dogs and cats;
- + Oversee the administration and enforcement of the provisions of [the] Act relating to dogs;
- + Inquire into and consider all proposed by-laws referred to it under [the] Act, with a view to promoting the effective management of dogs and cats, and, to the extent that the Board considers it appropriate, the consistent application of by-laws throughout South Australia;
- + Advise the Minister or the LGA, either on its own initiative or at the request of the Minister or the LGA, on the operation of [the] Act or issues directly relating to dog or cat management in South Australia;
- + Undertake or facilitate research relating to dog or cat management;
- + Undertake or facilitate educational programs relating to dog or cat management;
- + Keep [the] Act under review and make recommendations to the Minister with respect to the Act and regulations made under the Act; and
- + Carry out any other function assigned to the Board by the Minister or by or under [the] Act.

A proportion of the funds collected from the Council's animal registrations are paid to the Board.

The Board audits the Council's animal management service.

From 2018 the Board will be responsible for the new DACO registration system.

NEIGHBOURING COUNCILS

There is potential to share information and resources with neighbouring Councils; whether formally or informally.

ANIMAL WELFARE ORGANISATIONS

These include (but are not limited to):

- + The RSPCA South Australia;
- + The Animal Welfare League of South Australia;
- + Lost Dogs of Adelaide;
- + Lost Pets of South Australia;
- + Cats Assistance to Sterilise (C.A.T.S.); and
- + The National Desexing Network.

Animals that are unowned or cannot be reunited with their owner are handed to the RSPCA or Animal Welfare League for rehoming after the statutory holding period has expired.

LOCAL GOVERNMENT ASSOCIATION

The Local Government Association provides services, support and leadership to South Australian Councils.

It has introduced the My Local Services App which can provide a range of Council information including Council facilities, events, and procedures.

LOCAL GOVERNMENT AUTHORISED PERSONS ASSOCIATION (APA)

The APA facilitates professional development of members and seeks to facilitate sharing of information and resources and standardised work practices amongst Councils.

MICROCHIP IMPLANTERS AND VETERINARIANS

Approved microchip implanters (including veterinarians) will be required to upload the details of the animals they microchip on to DACO. Veterinarians will also be required to upload the details of the animals they desex.

Veterinarians are usually an early point of contact for owners of puppies and kittens and could assist with making the Council's education material available.

Some veterinary clinics run puppy pre-school classes which provide owners of puppies with information on raising dogs and early socialisation classes.

DOG OBEDIENCE CLUBS AND TRAINERS

Dog obedience clubs help dog owners to train their dogs. Whilst there are no dog obedience clubs within the Mitcham Council area there are in neighbouring districts.

There are also private dog training companies that provide private training and group classes.

EMERGENCY SERVICES ORGANISATIONS

Organisations such as the Metropolitan Fire Service (MFS), Country Fire Service (CFS) and the State Emergency Service (SES) attend fires and provide help during declared and other emergencies and bushfire incidents. Pet owners in fire risk areas have a number of challenges that should be included in their bush fire response plans.

COMMUNITY GROUPS AND VOLUNTEERS

There are a number of community groups that can have an interest in and interface with Council's management of dogs and cats. Volunteers can also help to improve animal management outcomes.

PET OWNERS

Pet owners have a number of obligations in relation to their pets. These include caring for the pets' health and wellbeing and compliance with relevant legislation.



5 INVESTIGATIONS AND COMMUNITY FEEDBACK

5.1 STATISTICS

Appendix 3 provides the full compilation of Council's animal management statistics for the last three years. The following is a summary. Mitcham performs well on most measures against statewide averages.

STATISTICS	2014 /2015	2015 /2016	2016 /2017
Total dog registrations	9663	9720	9718
Total number of expiations issued	458	360	382
Number of court cases won	1	0	0
Total court actions for the year	1	0	0
Number of official barking dog complaints received	47	37	33
Number of official wandering dog complaints received	202	189	193
Number of dogs collected and returned to owner before impounded	112	123	117
Total number of dogs impounded	92	66	76
Total number of dogs impounded and subsequently returned to the owner	82	55	61
Number of reports of dog harassment to humans	4	9	13
Number of reports of dog attacks on humans	13	14	14
Number of reports of dog harassment to animals	1	1	0
Number of reports of dog attacks on animals	24	23	19
Number of Dog Management Officers (FTE)	2	2	2
Number of cat complaints	54	232	132
Number of cats registered	2451	2495	2573
Number of Cat Management Officer(s) (FTE)	0.6	0.6	0.6



5.2 OUTCOMES OF THE 2012-2017 PLAN

The 2012-2017 Plan had nine key result areas, a summary of the key performance indicator achievements of each is provided below.

- + **Key result area 1:** Increasing registration and microchipping. Both targets for cats and dogs were achieved.
- + **Key result area 2:** Encouraging responsible pet ownership. Council achieved all of its KPIs, which included education in all schools in Mitcham, developing and implementing a code of conduct in relation to dogs in public spaces, investigating using technology for education, and reviewing all of Council's education material.
- + **Key result area 3:** Protecting the community from dog attacks and dangerous dogs. Targets were achieved of both a 5% decrease in the number of dog attacks causing injury, and a 5% decrease in the number of wandering dogs at large.
- + **Key result area 4:** Managing dogs in public places. Council achieved its target of no increases in the number of expiations relating to dogs in public places.
- + **Key result area 5:** Managing barking dogs. Council achieved its target of no increases in the number of barking dog complaints.
- + **Key result area 6:** Managing cats. Targets for increased numbers of cat registration and returned/re-homed cats were achieved. Council achieved its targets of no increases in the number of cat complaints.
- + **Key result area 7:** Caring for lost and unwanted pets. Council achieved its targets for decreasing the number of dogs and entering shelters, and increasing the number of returned/re-homed dogs and cats.
- + **Key result area 8:** Training animal management officers. Council completed a skills audit for Council's compliance unit staff and produce a gap analysis of skills. This has resulted in ongoing animal management officer's skills training.
- + **Key result area 9:** Implementing the plan. Following obtaining approval from the Dog and Cat Management Board, Council implemented the 2012-2017 Animal Management Plan by assigning responsibility to a nominated Council officer, establishing a project team, and establishing a data collection framework for monitoring and annual review of the plan.

5.3 COMMUNITY FEEDBACK

The community had two opportunities to provide input into the draft Plan.

The first round of community engagement occurred in April-May 2017 as the draft was being prepared.

The second round occurred in November-December 2017 and sought feedback on the draft Plan.

This section summarises the results and feedback received.

APRIL-MAY 2017

A "Have your Say" Community Survey was undertaken in April/May 2017. It was promoted by all the touchpoints identified in Council's Engagement and Communication Strategy. More than 12,000 SMS messages were sent to registered dog and cat owners in Mitcham.

The survey and a more detailed description of the feedback is contained in Appendix 2. 124 completed surveys were received. The following is a summary of the results.

Respondents were asked to rate a range of animal management issues as high, medium or low priority. The number of responses to each (out of a maximum possible of 124) is reproduced below.

PRIORITIES	TOP PRIORITY	SECOND HIGHEST PRIORITY	LEAST HIGHEST PRIORITY
More off leash areas with supporting infrastructure	50	44	19
Additional community education	44	25	53
Dog park in the hills	24	41	39

The strongest themes and issues raised in the qualitative feedback include:

- + Wandering cats/mandatory cat confinement required;
- + Excessive barking;
- + Effective control of dogs in off leash areas;
- + More off leash / less off leash areas; and
- + Unremoved dog faeces in reserves and footpaths.

This feedback was considered in the development of the draft Plan.

5.3 COMMUNITY FEEDBACK CONTINUED

NOVEMBER-DECEMBER 2017

Comment was sought on the draft Plan in November-December 2017. Key stakeholders, MPs, community groups and media outlets were contacted and a SMS message was sent to all registered dog and cat owners requesting feedback on the draft Plan. An advertisement was also placed in the Messenger. Feedback was accepted via Council's website.

110 responses were received.

Two major issues were addressed in the submissions:

- + Whether Hannaford Park should be considered as a priority location for a second dog park (35% of submissions); and
- + Whether a cat confinement requirement should be considered part of the 2023 Cat By-law review (42% of submissions).

In relation to Hannaford Park:

- + 35% (39 out of 110) explicitly mentioned Hannaford Park as a dog park;
- + 62% (24 out of 39) were in favour of Hannaford Park as a fenced off leash dog park;
- + 38% (15 out of 39) were not in favour of Hannaford Park as a dog park.

The reasons given including a lack of consultation with surrounding residents, impact on residential amenity (traffic/parking, noise and visual impact of fencing and dog infrastructure, safety for children and local dogs, inadequate drainage, grass damage, declining property values, impacts on historical legacy of the park, impacts in native fauna and impacts on sporting activities.

Therefore the Plan recommends that further targeted consultation occur in relation to potential improvements/upgrading of Hannaford Park and its suitability for an enhanced dog off leash area.

Whilst the response rate received during Council's own final stage consultation in Nov/Dec 2018 was supportive of Hannaford Park being a dedicated dog park, the response numbers were low. If one then considers the additional 193 signatures of the local petition, not in favour, administration believed there is more support for Hannaford Park to become an enhanced dog off leash area than a dog park (this is supportive of the findings of *Balancing Act Adelaide's* report of 2016).

In relation to a cat confinement requirement:

- + 42% of total submissions (46 out of 110) explicitly mentioned cat confinement;

- + 24% (11 out of 46) do not support cat confinement at all;
- + 72% (33 out of 46) support some form of a cat confinement requirement;
- + 30% (14 out of 46) support a night curfew only;
- + 28% (13 out of 46) support a 24-hour requirement;
- + 7% (3 out of 46) support 24-hour confinement only if Council assists with the implementation of enclosures in yards;
- + 4% of these submissions (2 out of 46) said that there is not enough information or research available for Council to propose a cat confinement requirement.

The Plan recommends that a cat confinement requirement be considered as part of the 2023 Cat By-law review taking into account scientific evidence and resourcing implications. Further community feedback will also be sought via targeted community engagement.

A range of other comments resulted in minor changes to the draft.

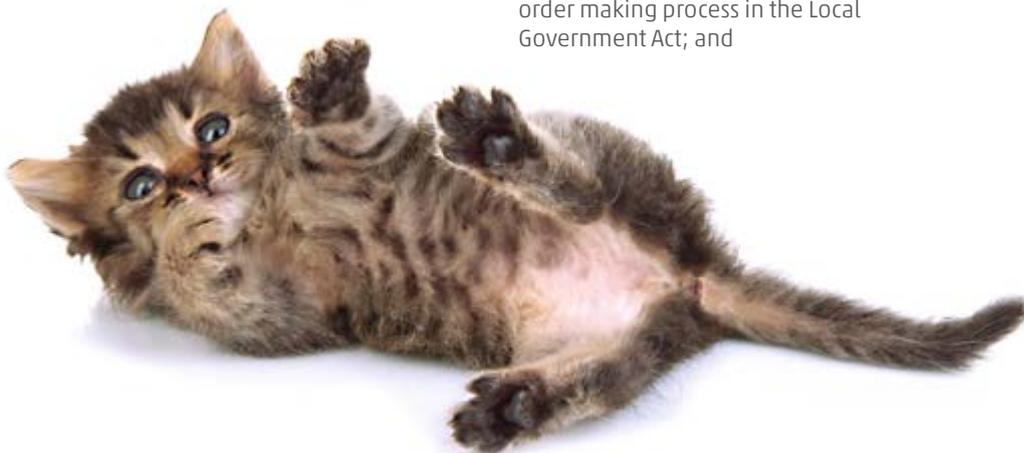
5.4 STAFF FEEDBACK

Council staff are able to provide valuable input on trends, issues and possible priorities and initiatives. The priorities identified by Council staff include:

- + Effective control of dogs in public places is an ongoing issue;
- + More consideration of the benefits of pet ownership would be appropriate;

- + Council receives a large number of complaints about cats. Most are about trespass on neighbours' properties. It would be appropriate to consider a cat confinement requirement (whether 24/7 or just at night). This could occur via a by-law or a forthcoming change to the Local Government Act that picks up the order making process in the Local Government Act; and

- + Education: look at a series of small initiatives that could be undertaken over the life of the Plan eg:
 - + This is what we expect to be a responsible dog or cat owner (could be a video);
 - + An open forum on barking with an animal behaviourist in attendance.





5.5 DISCUSSION AND RECOMMENDATIONS

OVERVIEW

Council has performed well on all the Key Action Area's in the current Dog and Cat Management Plan 2012-17 and against the animal management measures collated by the Board compared to other Councils and on the statewide averages. There appears to be no stand out issues that are considered to warrant urgent attention.

MANDATORY DESEXING AND IDENTIFICATION - FORTHCOMING

These are significant changes to current requirements. They come into operation in 2018 and will apply statewide. They will need to be an early focus of the Plan. New procedures and community education will be required.

DACO – FORTHCOMING

DACO is a centralised Dog and Cat Online data base system for registration of dogs and cats (if cat registration applies). DACO is to be introduced as of 1 July 2018. The move to state wide online dog registration is another significant change to animal management. New systems, procedures and community education will be required and acknowledged in the new plan.

CAT CONFINEMENT

It is considered that there is a case to consider introducing a cat confinement requirement in Mitcham. Council receives a high number of complaints about cats. This is mostly about cats wandering on to neighbouring properties. This was also a key theme in the feedback from the community.

Confinement of cats to the home property is widely seen as the most effective means of reducing the risk of cats preying on wildlife. However it can be difficult for owners to confine cats that are used to roaming.

At the time of writing, only one Council in South Australia (Kangaroo Island) has a 24-hour cat confinement requirement. However, night curfews have been introduced by Flinders Ranges and Whyalla Councils whilst in Victoria, four Councils have 24 hour confinement requirements and seven Councils have night curfews.

The mechanism for doing this could be via an amendment to the existing Council by-law.

Council would not decide on a cat confinement requirement by approval of this Plan. The recommendation in the Plan provides for review of the by-law to include the suggested requirement. Further consultation with the community would be required as part of this process.

EDUCATION IN RESPONSIBLE PET OWNERSHIP

Council undertakes a range of measures designed to educate the community in responsible pet ownership. These activities and material will continue and will be reviewed and improved where this is warranted.

For the life of the next Plan, it is recommended that Council focus on disseminating the new requirements to the community. The reason for this is that there is already confusion in the community about different animal management requirements¹ eg what is a statewide versus a local requirement, what is required compared to what is only encouraged, differences between municipalities and different requirements applying to dogs compared to cats. Even the difference between registration and microchipping is a known cause for confusion as to the new desexing requirement which will only apply to new generations of dogs and cats born after the 1 July 2018.

It is considered that a comprehensive and integrated program is required to educate the community about the existing and new animal management requirements. This dovetails with staff feedback that there be a simple "these are your responsibilities" message disseminated to the community.

This could be undertaken with neighbouring Councils and other stakeholders to share resources and disseminate a consistent message tailored to local requirements.

1. CONFUSION ABOUT ANIMAL MANAGEMENT REQUIREMENTS WAS CONFIRMED IN THE 2014 CAT OWNERS SURVEY UNDERTAKEN BY THE BOARD.

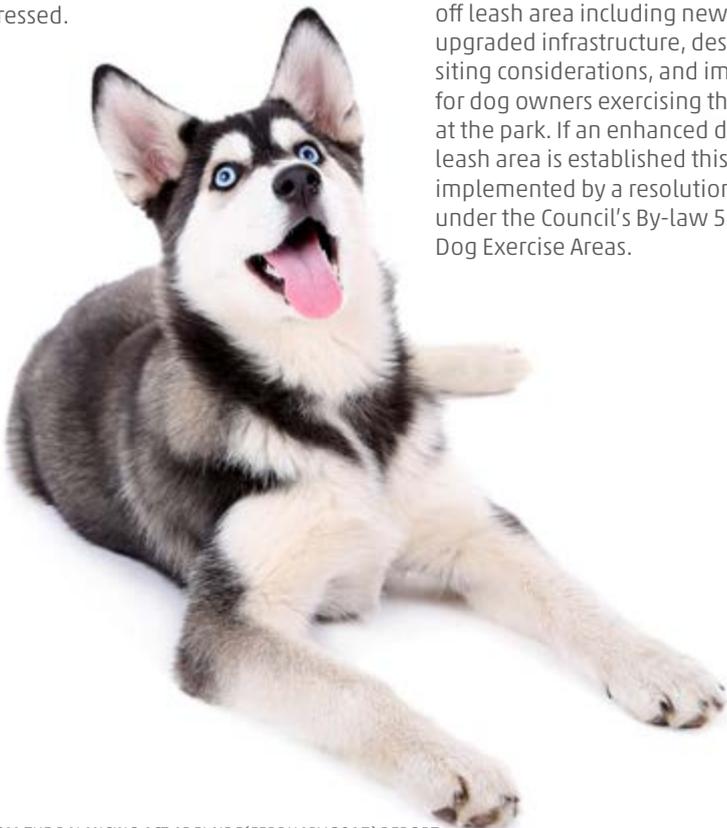
5.5 DISCUSSION AND RECOMMENDATIONS CONTINUED

DOG PARK

Section 4.5 summarises the background to the establishment of a second dog park in the hills area of Mitcham Council. This work was done during the life of the last Plan and included two studies conducted by *Balancing Act Adelaide* in October 2016 and February 2017 and a Council resolution on 13 December 2016 that a dog park be established in the hills area of Mitcham.

Of the four parks/reserves that the second *Balancing Act Adelaide* study concluded were suitable for an enclosed dog park, Hannaford Park was considered to be the most suitable. This is because it is easy to find, accessible from a main road, it is a good size for a dog park, it is relatively flat and it has established trees for shade and an existing water supply². However, it also has issues that would need to be addressed: it has no off-street parking, it abuts residential properties at close proximity and there would be a likely increase in traffic and car parking in surrounding residential streets if off street parking was not included.

Dog parks generate a significant amount of activity both in the reserve/park and in adjoining streets – more activity than occurs in informal off-leash areas. They have the potential to affect both the reserve and surrounding streets and residences unless these issues are addressed.



2. FROM THE *BALANCING ACT ADELAIDE* (FEBRUARY 2017) REPORT.

It was recommended by *Balancing Act Adelaide* that Hannaford Park be considered for enhancement to off leash. This would improve the opportunities available in the hills for people to exercise their dogs and is consistent with the October 2016 study by *Balancing Act Adelaide* that recommended Council focus on improving the availability of off-leash areas generally as opposed to establishing a second dedicated enclosed dog park in the Mitcham Council area.

Results of community consultation undertaken in relation to this Plan in April/May 2017 found of the 124 respondents top priority had 50 supporting more off leash areas with supporting infrastructure, 44 additional community education and 24 seeking a second dog park. This further reinforces the findings of the October 2016 study.

In the November/December 2017 consultation, there was greater support for Hannaford Park as a second dog park than there was opposition. However, a later petition (193 signatories) was submitted from neighbouring residents who oppose a Dog Park at Hannaford Park.

Therefore the Plan supports further targeted consultation to occur in the immediate vicinity of Hannaford Park (Reserve) with all stakeholders to consider a range of improvements to Hannaford Park as an enhanced dog off leash area including new and/or upgraded infrastructure, design and siting considerations, and improvements for dog owners exercising their dogs at the park. If an enhanced dog off leash area is established this would be implemented by a resolution of Council under the Council's By-law 5, Section 8 Dog Exercise Areas.

DOGS ACCESS TO PUBLIC PLACES

In line with the feedback received in the online survey, Council will consider if it is possible to achieve additional off-leash spaces in Council's reserves.

It is further proposed that the supporting infrastructure in all of Mitcham's off leash areas be upgraded to include the provision of dog play equipment, dog poo bags, bag dispensers, waste bins and increased frequency of waste disposal. This is because this was the most frequent response in the *Balancing Act Adelaide* survey regarding improvements to parks and reserves. This might include an enlargement of the existing dog park at CC Hood Reserve. The list of off leash parks that could be enhanced over the life of this Plan is provided in Appendix 1.

A perennial issue in animal management is dogs being leashed where required and under effective control in places where they can be exercised off the leash. It was a key theme in the community feedback. It is recommended that new initiatives be considered eg:

- + A video on the responsibilities of dog owners using public spaces with their dog.
- + Written material featuring a range of typical interactions or issues to do with the presence of dogs in Council's reserves. These "vignettes" could be disseminated separately or together via passive social marketing (eg Council's website) and active social marketing (eg social media, newspapers).

EXCESSIVE BARKING

Fortunately, most barking complaints are resolved fairly easily. However, some drag out for months, are not resolved easily and can cause angst for both the complainant and dog owner. Council staff say some barking complaints could be more easily resolved if a complaint was lodged earlier. It is recommended Council hold a forum on barking inviting a range of stakeholders including animal behaviourists and would be open to the community to discuss barking issues.

OTHER MEASURES CONTAINED IN THE PLAN

The remainder of the Plan involves ongoing monitoring, review and improvement where possible of Council's procedures and education material in conjunction with careful monitoring of our key performance indicators.

**ALL DOGS AND CATS
OVER THE AGE OF
3 MONTHS WILL BE
REQUIRED TO BE
MICROCHIPPED**



6 OBJECTIVES, STRATEGIES AND KEY PERFORMANCE MEASURES

This section contains our animal management objectives, strategies and key performance measures for 2018-2023.

Section 6.1 contains our plans applying to both dog and cat management.

Section 6.2 contains our plans applying specifically to dog management.

Section 6.3 contains the plans applying specifically to cat management.

Section 6.4 contains the plans for staffing Council's animal management service.

Section 6.5 contains our plan for ensuring the Plan is implemented, monitored and reviewed.

6.1 DOG AND CAT MANAGEMENT

MANDATORY MICROCHIPPING

All dogs and cats will be required to be microchipped from 1 July 2018. This will assist with the return of pets to their owners and help to distinguish between owned and unowned animals. Approved microchip implanters will be required to upload the details of the animals they microchip on to DACO.

New procedures will be required to manage and enforce these requirements including a facility to detain unidentified cats.

Extensive community education will be required. This will be included in a comprehensive Dog and Cat

Management – Community Education Program (DCM-CEP). It could include microchipping days. Veterinarians will have an important role to play as they are an early point of contact for new pet owners.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.1.1 Ensure Council systems will accommodate the new requirements.</p>	<p>(a) Review and modify procedures and records and data collection to accommodate the new microchipping requirements.</p>	<p>Council systems reviewed and modified.</p>
<p>6.1.2 Educate residents about the mandatory microchipping requirements.</p>	<p>(a) Incorporate mandatory microchipping into the Dog and Cat Management – Community Education Program (refer 6.3).</p> <p>(b) Work with local vets to promote the mandatory microchipping requirement for all dogs and cats.</p>	<p>Dog and Cat Management – Community Education Program developed and implemented.</p> <p>Percentage of residents surveyed who indicate correct awareness and understanding of the requirement.</p> <p>Increase in the percentage of dogs and cats found to be microchipped over time.</p>
<p>6.1.3 Enforce compliance with the mandatory microchipping requirements.</p>	<p>(a) Send Authorised Persons to randomly monitor parks/other locations commonly used by dog owners and conduct microchip scan checks to identify non-compliance.</p>	<p>Number of random checks made by Authorised Persons.</p> <p>Increase in the percentage of dogs and cats found to be microchipped over time.</p> <p>Increase in the proportion of microchipped dogs and cats arriving in the pound shelter used by Council over time.</p>



6.1 DOG AND CAT MANAGEMENT CONTINUED

MANDATORY DESEXING

All dogs and cats born after 1 July 2018 will be required to be desexed.

This will help to reduce the number of unwanted and unowned animals and has the potential to reduce dog attacks and dogs found wandering at large.

Procedures will be required for dealing with animals found to be undesexed including time limits for it to be carried out and the release of animals from shelters.

Veterinarians will be required to upload the details of the animals they desex on to DACO.

Councils will be able to cross reference animals included on the database to check for animals that are identified but not desexed and follow up as appropriate.

Extensive community education will also be required. This will be included in a comprehensive Dog and Cat Management – Community Education

Program (DCM-CEP). In addition to a range of promotion and education activities, it could also include partnerships with local vets to provide discounted desexing eg for low income earners, pensioners and other concession card holders. Veterinarians will have an important role to play as they are an early point of contact for new pet owners. The National Desexing Network is an important stakeholder in efforts to increase rates of desexing of dogs and cats.

OBJECTIVES

6.1.4 Ensure Council systems, procedures and records and data collection will accommodate the new desexing requirements to best effect.

6.1.5 Educate residents about the mandatory desexing requirements.

6.1.6 Enforce compliance with the mandatory desexing requirements.

STRATEGIES

(a) Review and modify systems, procedures and records and data collection to accommodate the new desexing requirements.

(a) Incorporate mandatory desexing into the Dog and Cat Management – Community Education Program (refer 6.3).

(b) Work with local vets to promote the mandatory desexing requirement for all dogs and cats.

(a) Review DACO database to uncover animals that are not listed as desexed.

KEY PERFORMANCE MEASURES

Council systems reviewed and modified.

Dog and Cat Management – Community Education Program developed and implemented.

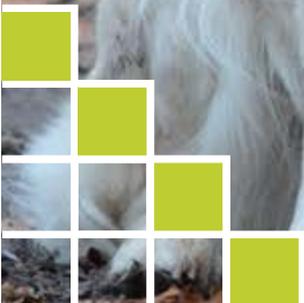
Percentage of residents surveyed who indicate correct awareness and understanding of the requirement.

Increase in the percentage of dogs and cats found to be microchipped over time.

Increase in the percentage of dogs and cats found to be desexed over time.

Increase in the proportion of desexed dogs and cats arriving in the pound shelter used by Council over time.

NEW STATEWIDE ANIMAL MANAGEMENT REQUIREMENTS WILL BE INTRODUCED FROM 1ST JULY 2018



6.1 DOG AND CAT MANAGEMENT CONTINUED

RESPONSIBLE DOG AND CAT OWNERSHIP

The primary aim of the Council’s animal management service is to educate the community in responsible dog and cat ownership and compliance with relevant legislation and Council by-laws.

In most cases, where a minor breach occurs, officers will issue a warning if necessary. In more serious cases and where there are repeated breaches for minor offences, enforcement action will be considered.

Council will continue to provide a range of information on its website and in printed material.

In addition, for the life of this Plan there will be a comprehensive program designed to educate the community and in particular to lift the understanding and knowledge of the specific requirements applying to dogs and cats in the Council district. Initially known as the Dog and Cat Management – Community Education Program, it will be given a purpose designed title. It will include the new statewide requirements, existing by-laws and any changes that might occur to the by-laws.

A comprehensive program will be designed drawing on partnerships with the Board, neighbouring Councils, veterinarians and a range of other stakeholders where appropriate.

Its primary objective in the first instance will be to ensure members of the community understand the requirements or at least know how to easily access the requirements that apply in the Mitcham Council area.

The number of stray, unowned dogs entering shelters is a result of unwanted litters, lack of identification and inadequate confinement. Some dogs are also relinquished. Not every dog can be returned to its owner or rehomed (for example it may not be suitable for rehoming). Council will maintain its partnerships with community organisations that promote the rescue/ rehoming of dogs and cats (where appropriate).



OBJECTIVES

6.1.7 Educate the community in the broad range of responsible pet ownership requirements and community expectations.

6.1.8 Focus on educating the community in the suite of existing and new animal management requirements that apply in the Mitcham Council area.

6.1.9 Reduce the number of unwanted dogs and cats.

STRATEGIES

(a) Continue to provide education material on Council’s website and in other promotional formats.

(b) Continue to educate for initial minor breaches of Council requirements.

(a) Develop a comprehensive and integrated dissemination and education program designed to ensure the community understands existing and new animal management requirements in Mitcham Council.

(a) Maintain partnerships with community organisations that promote the rescue/rehoming of dogs and cats.

KEY PERFORMANCE MEASURES

Reduction over time in the number of certain expiations.

Over time, a higher proportion of residents report correct understanding of statewide and local requirements that apply in the Mitcham Council area.

Reduction in the number of dogs and cats euthanized.

6.1 DOG AND CAT MANAGEMENT CONTINUED

BREEDER REGISTRATION

From 1 July 2018, anyone who breeds a dog or cat will be required to register as a breeder with the Dog and Cat Management Board. The new legislation will require a breeder to include their registration number in any relevant advertisement, including sales online.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.1.10 Educate residents about breeder registration requirements.</p>	<ul style="list-style-type: none"> (a) Implement a mail-out to all known breeding establishments advising of the need to be a registered breeder. (b) Advertise breeder registration requirements on Council's website. (c) Include the requirement for the community to buy pets from a registered breeder in the DCM-CEP. 	<p>Breeders identified.</p> <p>Breeders registered as required.</p> <p>Reduction in the number of identified non-compliances with breeder registration over time.</p>
<p>6.1.11 Enforce compliance with the breeder registration requirements.</p>	<ul style="list-style-type: none"> (a) Follow up registration of registered businesses that have not registered as a breeder. (b) Monitor advertisements in local newspapers and websites to check if dog and cats sale advertisements contain a breeder registration number. (c) Inspect the premises of breeding businesses to ensure the number of dogs/cats on the premises matches the number approved by Council. 	<p>Reduction in the number of expiations issued for non-compliance with breeder registration, over time.</p> <p>Inspections of breeder premises show an increased rate of compliance over time.</p>

EMERGENCY MANAGEMENT

Council's website provides information about planning and preparing for emergency situations including bushfire. This could include information and reminders about preparing for, responding to and recovering from emergencies. It would also clarify Council's role in accommodating animals during and following emergency events.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.1.12 Educate the community in preparing for bushfires and other emergencies in relation to animals.</p>	<ul style="list-style-type: none"> (a) Monitor the advice and information provided by Council about planning and preparing for emergencies. (b) Extend the reach of the information currently provided via social media, information provided in local print media and by including the advice and information in generalised education material on responsible pet ownership. 	<p>Educate the community in preparing for bushfires and other emergencies in relation to animals.</p> <p>Information updated where appropriate.</p> <p>Number and types of information provided to the community about emergencies.</p>



6.2 DOG MANAGEMENT

DOG REGISTRATION

DACO will be introduced in 2018. It will be managed by the Board who will send out registration notices and tags.

Councils will be able to set their own registration fees including any rebates. They will need to enter their registration fees into DACO to allow the system to charge the correct fee.

Councils will be responsible for promoting and enforcing registration.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
6.2.1 Ensure the transition to DACO is appropriately managed.	(a) Review systems, procedures and information/data base requirements.	Review undertaken. Systems, procedures and database updated.
	(b) Review and confirm registration fees including any rebates.	Review undertaken. Registration fees entered into DACO.
6.2.2 Increase/maintain the number of registered dogs	(c) Include registration requirements in the DCM-CEP.	Registration requirements included in the DCM-CEP.

DOGS BY-LAW

It is proposed to use the existing Dogs By-law with a view to including Hannaford Park and part of Hawthorndene Oval and other suitable reserves in a list of enhanced off-leash areas.

The existing Dogs By-law expires on 1 January 2023. It will need to be reviewed before then.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
6.2.3 Review the Dogs By-law with a view to including Hannaford Park and part of Hawthorndene Oval and other suitable reserves in a list of off leash areas available in City of Mitcham.	(a) Review is undertaken.	Review completed.
6.2.4 Ensure the Dogs By-law is reviewed and replaced before the existing Dogs By-law expires on 1 January 2023.	(a) Review is undertaken in accordance with the statutory requirements including engagement with the community.	Review completed. New Dogs By-law in place.

6.2 DOG MANAGEMENT CONTINUED

DOG ATTACKS

Each year dogs bite more than 100,000 Australians. Fortunately the rate in any one Council is not high, however reducing risk and responding to attacks that do occur is a core animal management function. This includes dogs that attack, harass or otherwise endanger the health of a person or animal or bird owned by or in the charge of another person (whether or not actual injury is caused). Council also needs to implement the requirements of the Act with respect to prescribed breeds of dogs and those dogs that have a control order placed on them.

Council has standard operating procedures for dealing with dog attacks.

Key initiatives to reduce the incidence of dog attacks include early socialisation and training of dogs, ensuring dogs are not permitted to wander at large and educating the community (especially children) in bite avoidance ie how to behave around dogs and the need to supervise children around dogs. Council responds promptly to reports of dogs wandering at large and patrols parks and streets for unsupervised dogs. Material is available on Council and the Board websites on the benefits of socialisation

and training of dogs.

Research by the Board shows that undesexed dogs are 7 to 10 times more likely to attack than desexed dogs. The forthcoming mandatory desexing requirement will help to reduce the risk.

Living Safely with Pets is a structured learning program that aims to teach children how to live responsibly and safely with dogs and cats. It is delivered by the Board free of charge to school children from Reception to Year Three across the state (following a school request).

OBJECTIVES

6.2.5 Minimise the risk of dog attacks to the community.

STRATEGIES

(a) Maintain current initiatives to reduce dog attacks.

KEY PERFORMANCE MEASURES

Number of dog attacks reported.

EXCESSIVE BARKING

All dogs bark, it is when it occurs repeatedly and excessively that a problem arises.

Excessive barking has several causes: separation anxiety, boredom, external stimuli, territorialism and for communication. It often occurs when the owners are not at home.

Council provides a range of information to assist people to reduce the incidence of problem barking. Council staff can also assist owners with suggestions on reducing a barking problem.

Council receives on average 39 barking dog complaints a year. Council has standard operating procedures for dealing with barking dog complaints.

90% are resolved in a few weeks. However, some complaints can be difficult to identify as a problem, diagnose and/or resolve. These difficult cases can take up extensive officer time.

Council will continue to monitor and update in best practice for dealing with excessive dog barking.

OBJECTIVES

6.2.6 Reduce the impact of barking dogs in the community.

STRATEGIES

- (a) Continue to use the Council's Standard Operating Procedure for investigating barking dog complaints.
- (b) Continue to provide educational material on Council's website.
- (c) Monitor best practice for dealing with dog barking complaints.
- (d) Hold a barking forum with local residents and identified stakeholders.

KEY PERFORMANCE MEASURES

Number of complaints received and resolved.

Reduction in the number of barking dog complaints over time.

Barking forum held. Post forum review undertaken of its efficacy.

**A NEW ONLINE
PORTAL TO BE
KNOWN AS
DOGS AND CATS
ONLINE (DACO)
WILL REPLACE
INDIVIDUAL
COUNCIL ANIMAL
REGISTRATION
REGISTERS.**



6.2 DOG MANAGEMENT CONTINUED

DOGS AND COUNCIL PARKS AND RESERVES

The provisions apply to Council's parks and reserves are included in Appendix 1.

It is proposed that the supporting infrastructure in all of Mitcham's off leash areas be upgraded to include the provision of dog play equipment, dog poo bags, bag dispensers, waste bins and increased frequency of waste disposal. This is because this was the most frequent response in the *Balancing Act Adelaide* survey regarding improvements to parks and reserves. This might include an enlargement of the existing dog park at CC Hood Reserve.

Dog owners must retain their dog under

effective voice control in off-leash areas and the dog park, keep their dog leashed where this is required and not enter places where dogs are prohibited. Information is provided on the Council's website and in other promotional material. Additional measures to be undertaken during the life of this Plan include:

- + A video on the responsibilities of dog owners using public spaces with their dog; and
- + Written material featuring a range of typical interactions or issues to do with the presence of dogs in

Council's reserves. These "vignettes" could be disseminated separately or together via passive social marketing (eg Council's website) and active social marketing (eg social media, newspapers).

It is considered that the current initiatives to remove dog faeces are appropriate. This includes the by-law requirement that dog owners carry a pooper scooper or similar device suitable for removing their dog's faeces and the provision of dog poo bag dispensers in a range of public places.

OBJECTIVES

STRATEGIES

KEY PERFORMANCE MEASURES

<p>6.2.7 (a) Develop Hannaford Park as an enhanced dog off leash area determined by further targeted consultation.</p> <p>(b) Finalise a list of off leash parks/ reserves that could be enhanced during the life of the Plan.</p> <p>(c) Implement outcomes of (a) and (b) accordingly.</p>	<p>(a) Undertake the review and amend the dogs by-law as appropriate to implement changes to parks/ reserves status.</p> <p>(b) List finalised off leash parks/ reserves.</p> <p>(c) Outcomes of (a) and (b) implemented.</p>	<p>Review completed and by-law updated as appropriate changes to parks/reserves status made.</p>
<p>6.2.8 Educate the community on the requirements applying to dogs and Council parks and reserves.</p>	<p>(a) Continue to provide information on Council's website and in other promotional material with regard to the requirements applying to dogs and Council parks and reserves.</p> <p>(b) Prepare a video on the responsibilities of dog owners using public spaces with their dogs. Disseminate to the community via social media and Council's website.</p> <p>(c) Prepare written material featuring a range of typical interactions or issues to do with the presence of dogs in Council's reserves and disseminate to the community.</p>	<p>All written material on legal requirements updated to coincide with the introduction of this amendment to the Act.</p> <p>Reduction in the number of complaints about dogs in Council parks and reserves.</p> <p>Video prepared and disseminated to the community.</p> <p>Written material prepared and disseminated to the community.</p>
<p>6.2.9 Enforce the requirements applying to dogs and Council parks and reserves.</p>	<p>(a) Continue to patrol Council's parks and reserves to ensure dog owners are complying with the requirements applying to dogs.</p>	<p>Number of patrols undertaken.</p> <p>Reduction in the number of complaints about dogs in Council parks and reserves.</p>

6.3 CAT MANAGEMENT

Council will need to determine how it will deal with cats found to be un-microchipped under the new statewide requirement including provisions of a facility for dealing with seized/impounded cats. This may include an arrangement with an external organisation.

Council will continue to assist owners experiencing difficulties with cats trespassing on their property.

The existing Cats By-law expires on 1 January 2023. It will need to be reviewed before then. The by-law requiring cats to be microchipped will be superseded by the forthcoming statewide requirement that will commence on 1 July 2018. It would be appropriate to remove this requirement from the by-law as part of this review.

The current by-law is limited to a restriction on the number of cats that can be kept on a property without a permit. Community engagement will be undertaken however it is not envisaged that substantial change will be made to this restriction.

Based on the feedback received in developing this Plan, a cat confinement requirement will be considered taking into account detailed research and resource implications. The review will include further community engagement.

If a cat confinement requirement is introduced it will need to be planned for, resourced and disseminated to the community. This would be incorporated into the Dog and Cat Management – Community Education Program outlined in Section 6.1.



OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.3.1 Assist residents with managing trespassing cats (acknowledging some elderly residents may need additional assistance).</p>	<p>(a) Continue to include information on steps available for managing trespassing cats.</p> <p>(b) Continue to offer cat trap hire.</p>	<p>Current information maintained.</p> <p>Number of residents hiring cat traps.</p>
<p>6.3.2 Increase/maintain the number of registered cats.</p>	<p>(a) Include registration requirements in the DCM-CEP.</p>	<p>Registration requirements included in the DCM-CEP.</p>
<p>6.3.3 Review how to deal with cats found to be unmicrochipped or otherwise unidentified or unclaimed under the new statewide requirements.</p>	<p>(a) Review procedures.</p> <p>(b) Review options for accommodating seized/impounded cats including resourcing implications.</p>	<p>Review undertaken and facility arranged.</p>
<p>6.3.4 Consider a cat confinement requirement.</p>	<p>(a) Undertake a review including focused community engagement.</p> <p>(b) Dog and Cat Management – Community Education Program (DCM-CEP) updated in accordance with the outcome of the by-law Review.</p>	<p>Cats By-law reviewed and amended where appropriate.</p> <p>DCM-CEP updated.</p>
<p>6.3.5 Ensure the transition to DACO is appropriately managed.</p>	<p>(a) Review systems, procedures and information/data base requirements.</p>	<p>Review undertaken.</p> <p>Systems, procedures and database updated.</p>

6.4 STAFFING THE ANIMAL MANAGEMENT SERVICE

Council's animal management service needs specialist staff who need ongoing training.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.4.1 Ensure Authorised Persons acting under the <i>Dog and Cat Management Act 1995</i> have appropriate training.</p>	<ul style="list-style-type: none"> (a) Staff to attend training relevant to Authorised Persons (eg animal handling, conflict resolution). (b) Review skills of staff to identify areas where additional training would be of benefit to the staff and Council. 	<p>Type and number of training sessions attended by staff.</p>

6.5 MONITORING AND REVIEW

The plan requires a mechanism to ensure the Plan is implemented, monitored, reviewed and amended where appropriate.

OBJECTIVES	STRATEGIES	KEY PERFORMANCE MEASURES
<p>6.5.1 Ensure the Plan is implemented, monitored, reviewed and updated where appropriate.</p>	<ul style="list-style-type: none"> (a) Obtain Board approval of the Plan. (b) Assign responsibility for implementing the Plan to a nominated Council officer. (c) Establish an internal project team and meet quarterly to review progress. (d) Conduct an annual review and report on the Plan's currency, implementation and performance against KPIs. 	<p>Plan is implemented as planned.</p>



APPENDICES



APPENDIX 1

ON LEASH PARKS, OFF LEASH PARKS AND PARKS WHERE DOGS ARE PROHIBITED, AND OFF LEASH PARKS IDENTIFIED THAT COULD BE ENHANCED OVER THE LIFE OF THE PLAN WITHIN THE CITY OF MITCHAM.

Dog on Leash Areas	Dog Free Areas (no dogs allowed at any time)	Dog on Leash within 10 metres of an unfenced playground and/or fitness equipment
<ul style="list-style-type: none"> • the portion of Apex Park Reserve north of Watahuna Avenue • the enclosed portions of Avenue Road Reserve comprising fitness equipment and the playground • the portion of Bailey Reserve excluding the fenced soccer pitch at all times when organised sports and official sports training are in progress • Burbank Reserve • CC Hood Reserve except during the following times: <ul style="list-style-type: none"> • daily from 1 April to 31 October (inclusive) between 7am to 9am and 5pm to 8pm; and • daily from 1 November to 30 March (inclusive) between 7am to 9am and 6.30pm to 9.30pm • Donald Reserve • Haddington Reserve • Hillview Penang Reserve • Keith W Pearson Reserve • Mitcham Reserve • Naomi Reserve • Nunyara Reserve (Thompson Playground) • Price Memorial Oval between the hours of 11am and 4pm daily and otherwise during such times as sporting activities are being undertaken • Riverside Drive Reserve • Strathcona Reserve • Waverley Street Reserve 	<ul style="list-style-type: none"> • the enclosed playground area of Apex Park Reserve • the enclosed children's playground area of Bailey Reserve • the fenced soccer pitch of Bailey Reserve • Barrans Reserve • the enclosed playground area of Blackwood Hill Oval • Crozier Reserve • Denman Reserve • Goodale Reserve • Kingswood Oval • Portland Place • the enclosed playground area of Price Memorial Oval 	<ul style="list-style-type: none"> • Archibald Reserve • Batchelor Reserve • Balham Reserve • Thurles Reserve • Alexander Ross Reserve • Birksgate Reserve • Delwood Reserve • Donnybrook Reserve • Francis Reserve • Godden Reserve • Hewett Sports Ground • Highfield Reserve • Jackson Reserve • Karinya Reserve • Kegworth Reserve • Kent Reserve • Manson Oval • Marion Reserve • Mead Crescent Reserve • McElligotts Quarry • Meadowbank Reserve • Monalta Reserve • Netherby Reserve • Norman Reserve • Ossie Goldsworthy Reserve • Pasadena Reserve • Piazza Reserve • Rozelle Reserve • Sherwood Reserve • Suffolk Reserve • Sierra Nevada Reserve • Thiselton Reserve • Whicker Reserve • Woodlake Reserve • Waite Reserve

CC Hood Reserve Dedicated Dog Park

The CC Hood Dedicated Dog Park at Eliza Place, Panorama is a purpose built dedicated dog park, located at the northern portion of CC Hood Reserve, is fully enclosed by a 1.5 metre fence to allow dogs to be exercised freely off the leash in a safe environment under effective control. The Park includes shelters, bench seating, water dispensers, rubbish bins, poo bag dispensers and play equipment for dogs including rails, posts and pipes.

The reserve is located at Eliza Place, Panorama, follow the signs from the corner of Eliza Place and Springbank Road, or the corner of Fiveash Drive and Grandview Drive, Panorama.

In all other circumstances at parks not mentioned above, dogs must be kept under effective control.

List of off leash parks identified that could be enhanced over the life of the Plan:

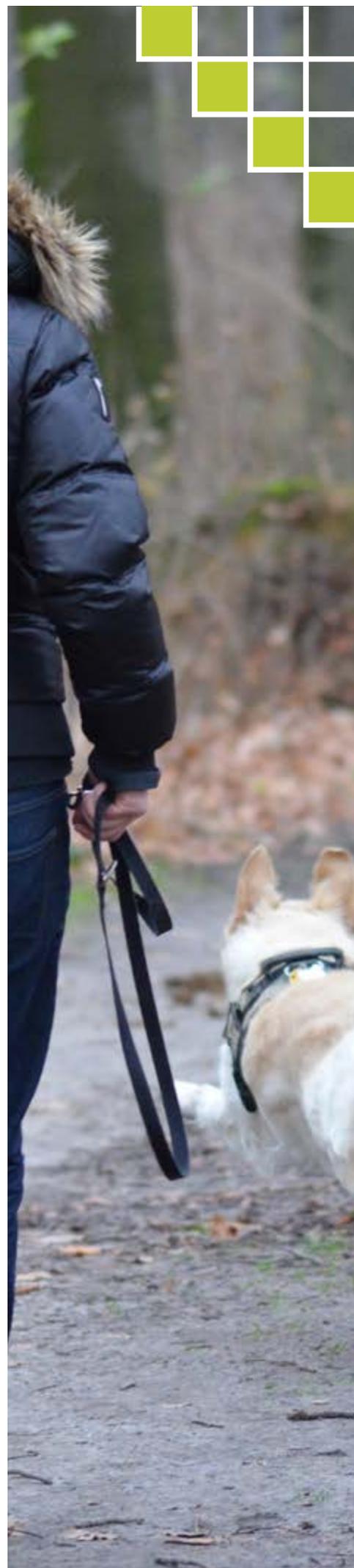
Reserve/Park	Suburb
Archibald Reserve	Hawthorndene
Hawthorndene Oval (Southern End off oval area)	Hawthorndene
Donnybrook Reserve	Bellevue Heights
Ossie Goldsworthy	Blackwood
Sherwood Reserve	Glenalta
Hewett Oval	Blackwood
Norman Street Reserve	St Marys
Branson Reserve	Pasadena
Frank Smith Park	Coromandel Valley
Randall Park	Belair
Batchelor Reserve	Westbourne Park
Harvey Hayes Reserve	Daw Park
Avenue Road Reserve	Cumberland Park
Karina Reserve	Eden Hills
Hannaford Reserve(Park)	Belair
Blackwood Hill Oval	Blackwood
Suffolk Reserve	Hawthorne

Mortlock Park in Colonel Light Gardens

The City of Mitcham has a strong focus on community safety and responsible pet ownership. New controls in relation to exercising dogs in Mortlock Park were introduced in 2017.

In accordance with the City of Mitcham By-law No.5, all dogs are required to be kept on-leash whilst at Mortlock Park if:

- within 20 metres of the BMX track at all times
- within 20 metres of playground equipment at all times
- within 20 metres of any person or group of people participating in organised sport or school activities officially convened by licensed sports and school groups within their licensed areas



APPENDIX 2:

COMMUNITY FEEDBACK

RESULTS OF APRIL/MAY 2017 COMMUNITY SURVEY

124 completed surveys were received in relation to the draft plan.

The following is an analysis of the responses.

QUESTION 1:

DO YOU OWN A DOG? DO YOU OWN A CAT? IF SO HOW MANY DOGS AND/OR CATS DO YOU OWN?

NUMBER OF PETS	CATS	DOGS
0	95	31
1	20	66
2	7	26
3	1	0
DID NOT RESPOND	1	1
TOTAL	124	124



QUESTION 2: WHAT CAN THE COUNCIL DO TO PROMOTE RESPONSIBLE PET OWNERSHIP?

THEME	COMMENT
CATS	<p>Wandering cats impact on wildlife.</p> <p>Cats should be confined at night time (i.e. cat curfew).</p> <p>Cats should be confined at all times, with strong enforcement.</p> <p>Cat owners should have enclosures to confine their cats (i.e. cat runs).</p> <p>Cats should be subject to the same laws and regulations as dogs.</p> <p>Registration is not necessary if microchipping is mandatory.</p> <p>Cat registration does not provide value for money compared to dog registration. Dogs get a dog park at least!</p> <p>Indoor cats should not require registration.</p> <p>Humane feral cat trapping.</p>
DOGS	<p>More dog parks and off-leash areas.</p> <p>Better enforcement of leash requirements.</p> <p>More dog faeces bags and bins in public areas.</p> <p>Better council response for wandering dogs, especially around playgrounds.</p> <p>There should be bigger signs about dogs at playgrounds.</p> <p>There should be signs at dog parks about dog park etiquette.</p> <p>Council should promote dog day care facilities to encourage socialisation.</p> <p>Council should make training compulsory for dogs and their owners. Possibly with the use of volunteers.</p> <p>Council should require all dogs to be trained not to bark excessively.</p>
GENERAL PET LAWS AND REGULATIONS	<p>Registration should be more affordable by providing incentives for responsible pet ownership and early payment. Registration discounts should apply for multi-pet households.</p> <p>Yearly registration is unaffordable, suggestions for lifetime or pro-rata registration.</p> <p>Desexing should be subsidised.</p> <p>Better enforcement against illegal breeding.</p> <p>Council should have more consistent enforcement of pet laws and regulation.</p> <p>Council should have harsher fines for owners who do not register their pets.</p>
GENERAL COUNCIL SERVICES	<p>Council should provide more education in responsible pet ownership.</p> <p>Council should have more Community Safety Officers and patrols.</p> <p>Council should provide incentives for shelter adoption.</p> <p>Council should make it as easy as possible for pet owners to do the right thing.</p> <p>Council should provide information and assistance about "whole of life" services, not just registration and desexing.</p> <p>Council should put reminders in the Mitcham News.</p> <p>Council should SMS pet owners to remind them to register and microchip their pets.</p> <p>Council should advocate for bans on puppy farms and live pet sales at pet shops.</p>
OTHER	<p>Council's planning allowing smaller yards have increased the incidence of barking dogs.</p> <p>Council should do something about people who have roosters in suburban areas.</p>

QUESTION 3:

WHAT SHOULD COUNCIL'S TOP 3 DOG AND CAT MANAGEMENT PRIORITIES BE? PLEASE RANK THE FOLLOWING PRIORITIES AND OR COMMENT ON OTHERS YOU MAY FEEL ARE IMPORTANT (YOUR HIGHEST PRIORITY BEING 1 BELOW, YOUR LEAST HIGHEST BEING 3 FROM THE LIST BELOW:)

PRIORITIES	TOP PRIORITY	SECOND HIGHEST PRIORITY	LEAST HIGHEST PRIORITY
More off leash areas with supporting infrastructure	50	44	19
Additional community education	44	25	53
Dog park in the hills	24	41	39

NAME YOUR PRIORITY IF NOT LISTED ABOVE?

THEME	COMMENT
CATS	<p>Cat confinement.</p> <p>Cat curfew from dusk till dawn.</p> <p>24 hour cat confinement.</p> <p>Council education about cat runs and other forms of enclosures. Possibility of making enclosures mandatory or council leasing out cat runs.</p> <p>Cat registration.</p> <p>Cats should be subject to the same laws and regulations as dogs.</p> <p>Humane trapping of feral cats.</p>
DOGS	<p>Council to provide more bags and bins for dog faeces.</p> <p>Council to put signage in public areas educating dog owners about the importance of disposing of dog faeces.</p> <p>Education about choosing dogs appropriate for owner's lifestyle.</p> <p>Barking dogs.</p> <p>Enforcement of leash laws.</p> <p>No dogs off-leash in public areas.</p> <p>More off-leash areas.</p> <p>Dogs should be allowed on ovals off-leash whenever the oval is not in use.</p> <p>Roaming dogs during sports training and matches.</p> <p>Reducing dog registration costs and dog restrictions.</p> <p>Improve dog park.</p> <p>Agility course infrastructure at the dog park.</p> <p>Council to run dog training.</p> <p>A dog owning licence should be implemented, with potential owners tested about dog laws.</p>
GENERAL PET LAWS AND REGULATIONS	<p>More responsible pet ownership by-laws.</p> <p>Fines for pet owners not complying with Dog and Cat management laws.</p> <p>All dogs and cats should be desexed.</p> <p>Compulsory microchipping.</p> <p>Background and home checks of all potential pet buyers, adopters, and breeders.</p>
GENERAL COUNCIL SERVICES	<p>Education about responsible pet ownership.</p> <p>Registration should be paid for a lifetime or pro-rata rather than yearly.</p> <p>Subsidised desexing and microchipping for low income earners.</p> <p>Microchip codes should be registered with both council and vet.</p> <p>Council should undertake more monitoring to prevent animal cruelty.</p> <p>Education about wildlife protection.</p>
OTHER	<p>Concern about pet shops and breeders.</p> <p>Vermin control, i.e. foxes.</p>

QUESTION 4:

THE COUNCIL IS CONSIDERING A DOG PARK IN THE HILLS AREA. WHILST A NUMBER OF LOCATIONS HAVE BEEN CONSIDERED THE FOLLOWING TWO ARE PREFERRED. PLEASE SELECT YOUR PREFERENCE IN 1 OR 2.

ISSUE	FIRST PREFERENCE
Hawthorndene Oval (Southern area off oval), Hawthorndene is the best location for a dog park in the hills.	42
I don't have an opinion on whether there should be a second dog park in Mitcham.	35
Hannaford Reserve, Belair is the best location for a dog park in the hills.	23
No response	16
I don't believe there should be a second dog park.	8

DO YOU HAVE ANOTHER SUGGESTION FOR A DOG PARK IN THE HILLS?

THEME	COMMENT
LOCATION SUGGESTIONS	<p>Hawthorndene Oval is already too busy, not enough parking, and sports should be prioritised.</p> <p>Anywhere in the hills.</p> <p>Not in the hills.</p> <p>St Marys.</p> <p>Blackwood.</p> <p>Blackwood Forest.</p> <p>These two options (Hawthorndene Oval and Hannaford Reserve) are already off-leash. If one is made into a dog park, will the other be restricted? If yes, this is not a good idea.</p> <p>Hannaford Reserve is underutilised, already has some fencing. Dog park should not compromise cycling path.</p> <p>Bellevue Heights Oval.</p> <p>Clapham Primary School outside of school times, but with dog faeces bags and more bins.</p> <p>Shepherd's Hill Recreation Park.</p> <p>Western end of Gloucester Avenue adjacent to Watiparinga Reserve.</p> <p>Frank Smith Reserve.</p> <p>Randell Reserve.</p> <p>Dog park to replace playground removed in park on Monalta Drive.</p> <p>Colonel Light Gardens.</p> <p>Somewhere accessible to people without access to a car.</p> <p>Not Sherwood Reserve.</p> <p>Survey of dog owners so it is special.</p>
OTHER RESPONSES	<p>No.</p> <p>No opinion.</p> <p>Would not use.</p> <p>Not a good idea, would not take my dog to these parks.</p> <p>Away from watercourses, both options too close to Minno Creek, potential for polluted run-off.</p> <p>Needs long line of sight.</p> <p>Needs parking due to a lack of off-leash areas in the Council area.</p> <p>Belair on-leash areas need policing, too many off-leash dogs.</p> <p>Prefer unleashed so dogs are not trapped if there is any trouble.</p> <p>Two options not close enough for me.</p>

**QUESTION 5:
IS THERE ANYTHING SPECIFIC YOU WOULD LIKE THE DOG AND CAT MANAGEMENT PLAN TO CONSIDER AND/OR ADDRESS?**

THEME	COMMENT
CATS	<p>Compulsory cat confinement to prevent harm to wildlife, nuisance to neighbours, and safety of cats. Cats should be subject to the same restrictions as dogs. Cat registration not value for money compared to dog registration. Cat registration is just revenue raising for Council and should not be mandatory for indoor cats. Council should have a trial of providing affordable cat runs, i.e. leasing options.</p>
DOGS	<p>Owners not picking up and disposing of dog faeces, council should enforce this better. Council's response to barking dogs is ineffective. Better signage about dog regulations in parks including a phone number to report non-compliances, especially around playgrounds. Dogs should be allowed off-leash at all times when sport is not being played at Price Oval. More time for off-leash dogs on Hawthorn Oval. More off-leash areas, not just one park. More off-leash and animal friendly areas. CC Hood dog park should have more grass and less dirt. Lack of effective control of dogs by owners in off-leash areas, including CC Hood dog park. There should be a council contact to call to report aggressive dogs. Stronger penalties for dogs that are aggressive and attack. Dogs should always be on leads in public places. Dog parks must be fenced. Hawthorndene Oval needs fence near busy road. Need more off-leash areas and bins in Clapham. Council's provision of dog faeces bags is good, but there needs to be more strategically placed bins. Council's lost dog service was great, especially on a public holiday. Desexing requirements are detrimental to the development of sport dogs. In St Marys there are too many dogs off-leash and not under effective control, and too much dog faeces not being disposed of. There should be more fully-enclosed open areas for dogs to run and play, i.e. Page Park. Leash free areas should be regularly checked for safety, as there has been snakes and broken glass in long grass. Formal off-leash areas are not effective, instead public parks should only allow "trained" dogs off-leash. Provide dog faeces bags at Blackwood Forest. Seperation of big and small dogs at dog parks. Education in schools about safety around dogs. Council's excessive barking standards of 240 barks per day and 35 barks per night are too high.</p>
GENERAL PET LAWS AND REGULATIONS	<p>Council to encourage responsible pet ownership. Council needs to better enforce laws and regulations. Money would be better spent on enforcing the plan, rather than making a new plan. Legislation to stop the live sale of pets in shops. Registration of breeders and enforcement of animal welfare standards. Council should send a letter alerting pet owners if a complaint has been made about their pet. Reduction in costs for rescue pets. There should be a licence test for ownership of non-desexed animals. Licence can be revoked if the animal has a litter. Mandatory cat registration and desexing is a good decision by Council. Council should support a pet adoption program.</p>
OTHER	<p>No suggestions, Council is doing well. Management of foxes.</p>

QUESTION 6: WHAT IS THE POSTCODE OF YOUR NORMAL PLACE OF RESIDENCE?

POSTCODE	SUBURBS	NUMBER OF RESPONDENTS
5039 ¹	Clarence Gardens, Edwardstown, Melrose Park, Melrose Park Dc	2
5041	Colonel Light Gardens, Cumberland Park, Daw Park, Panorama, Westbourne Park	24
5042 ¹	Bedford Park, Clovelly Park, Flinders University, Pasadena, St Marys	11
5050	Bellevue Heights, Eden Hills	12
5051 ¹	Blackwood, Coromandel Valley, Craighburn Farm, Hawthorndene	30
5052 ¹	Belair, Glenalta	16
5062	Brown Hill Creek, Clapham, Hawthorn, Kingswood, Lower Mitcham, Lynton, Mitcham, Mitcham Shopping Centre, Netherby, Springfield, Torrens Park	22
5064 ¹	Glen Osmond, Glenunga, Mount Osmond, Myrtle Bank, St Georges, Urrbrae	2
5000 ²	Adelaide, Adelaide Bc, City West Campus, Halifax Street, Hutt Street, Parliament House, Rundle Mall, Station Arcade, Sturt Street	1
5015 ²	Birkenhead, Ethelton, Glanville, Port Adelaide, Port Adelaide Bc, Port Adelaide Dc	1
5083 ²	Broadview, Nailsworth, Sefton Park	1
5173 ²	Aldinga, Aldinga Beach, Port Willunga, Silver Sands	1
2912 ²	Gungahlin, ACT	1

Note: Postcodes 5062, 5050 and 5041 are the only postcodes completely inside of City of Mitcham council boundary, the remainder are either partially situated in City of Mitcham¹, or completely outside of the council boundary².

COMMUNITY FEEDBACK RECEIVED ON THE DRAFT PLAN (NOVEMBER/DECEMBER 2017)

110 written submissions were received in relation to the draft plan.

Most submissions commented on the following recommendations contained in the draft Plan.

PLAN RECOMMENDATION	COMMUNITY FEEDBACK
Hannaford Park is considered as the priority location for a second dog park.	<p>35% (39 out of 110 submissions) mentioned Hannaford Park as a dog park.</p> <p>62% of these submissions (39 out of 110) were in favour of Hannaford Park as a fenced, off leash dog park.</p> <p>38% of these submissions (15 out of 30) were not in favour of Hannaford Park as a dog park.</p> <ul style="list-style-type: none"> Reasons for those not in favour include a lack of consultation with surrounding residents, impact on residential amenity, traffic and car parking, safety for children and local dogs, visual impact of fencing and dog infrastructure, inadequate drainage, grass drainage, declining property values, impacts on historical legacy of the park, impacts on native fauna and impacts on sporting activities. 8 submissions said it should stay as off leash and not fenced.
A cat confinement requirement will be considered during the life of the plan.	<p>42% of total submissions (46 out of 110) explicitly mentioned cat confinement;</p> <p>24% (11 out of 46) do not support cat confinement at all;</p> <p>72% (33 out of 46) support some form of a cat confinement requirement;</p> <p>30% (14 out of 46) support a night curfew only;</p> <p>28% (13 out of 46) support a 24-hour requirement;</p> <p>7% (3 out of 46) support 24-hour confinement only if Council assists with the implementation of enclosures in yards;</p> <p>4% of these submissions (2 out of 46) said that there is not enough information or research available for Council to propose a cat confinement requirement.</p>

The following comments were made in relation to dog management (in addition to the responses above in relation to Hannaford Park).

ISSUE	COMMENT
Dog Park	<p>Hood is congested.</p> <p>There should be a small or nervous dog area.</p> <p>Consider Hawthorndene Oval.</p> <p>Hawthorndene Oval is not suitable.</p> <p>Consider Baily Reserve.</p> <p>Sherwood Park is not suitable.</p> <p>Blackwood needs a Dog Park.</p> <p>Craigburn Farm needs a Dog Park.</p> <p>2 Dog Parks are not enough.</p>
Dog infrastructure	<p>More infrastructure required in the Hills area.</p> <p>Need more dog bags.</p>
Enforcement	<p>Enforce off leash rules.</p> <p>Enforce dog bite rules with harsher penalties.</p> <p>Enforce by-law on dog numbers kept.</p>
Miscellaneous	<p>Dogs kill native animals.</p> <p>Leashed areas punish responsible dog owners.</p> <p>Who is responsible if a child approaches and pats a dog without the owner's permission.</p> <p>The barking complaints process is difficult.</p> <p>Council should have registration discounts for trained dogs as an incentive.</p> <p>The plan should state that dogs are banned in national parks.</p> <p>The plan needs more information about education of dog owners.</p>

The following comments were made in relation to cat management (in addition to the responses above about cat confinement).

ISSUE	COMMENT
Cat enclosures	<p>Are expensive, cruel, impractical.</p> <p>Council should provide plans and materials to assist owners to contain cats.</p>
Miscellaneous	<p>Cats should be subject to the same rules as dogs.</p> <p>Roaming cats often cause dogs to bark.</p> <p>Not enough information about stray cat management.</p> <p>No solid plan for dealing with cat issues with neighbours.</p> <p>Funds from cat registration should be spent on services for cat owners.</p> <p>Not enough attention to stray cat management.</p> <p>How will Council deal with un-microchipped cats?</p> <p>A part time cat management officer is not sufficient to protect the environment.</p> <p>There are too many restrictions on cat owners compared to dog owners, especially as dogs cause more nuisance.</p> <p>Cat traps can be cruelly misused.</p>

APPENDIX 3:

ANIMAL MANAGEMENT STATISTICS

REGISTRATIONS	2014/2015	2015/2016	2016/17
Total standard registrations	752	698	567
Standard registration (no rebates)	494	491	390
Standard registration (no rebates) - Concession	201	187	156
Standard registration (no rebates) - Partial Year	57	20	21
Standard registration (no rebates) - Free	0	0	0
Total desexed registrations	1171	970	814
Desexed dog registration	870	721	598
Desexed dog registration - Concession	286	249	215
Desexed dog registration - Partial Year	15	0	1
Desexed dog registration - Free	0	0	0
Total microchipped registrations	638	694	722
Microchipped dog registration	474	565	553
Microchipped dog registration - Concession	84	82	97
Microchipped dog registration - Partial Year	80	47	72
Microchipped dog registration - Free	0	0	0
Total trained dog registrations	41	35	33
Trained dog registration	38	0	31
Trained dog registration - Concession	3	0	2
Trained dog registration - Partial Year	0	0	0
Trained dog registration - Free	0	0	0
Total desexed & microchipped registrations	5669	5926	6188
Desexed & microchipped dog registration	4487	4881	5151
Desexed & microchipped dog registration - Concession	979	1020	1031
Desexed & microchipped dog registration - Partial Year	203	25	6
Desexed & microchipped dog registration - Free	0	0	0
Total desexed & trained dog registrations	72	60	47
Desexed & trained dog registration	59	51	39
Desexed & trained dog registration - Concession	11	9	8
Desexed & trained dog registration - Partial Year	2	0	0
Desexed & trained dog registration - Free	0	0	0
Total desexed & trained & microchipped dog registrations	1218	1249	1258
Desexed & trained & microchipped dog registration	-	1084	1047
Desexed & trained & microchipped dog registration - Concession	-	164	161
Desexed & trained & microchipped dog registration - Partial Year	-	1	50
Desexed & trained & microchipped dog registration - Free	-	0	0

REGISTRATIONS	2014/2015	2015/2016	2016/17
Total microchipped & trained dog registrations	78	65	73
Microchipped & trained dog registration	58	48	54
Microchipped & trained dog registration - Concession	18	17	19
Microchipped & trained dog registration - Partial Year	2	0	0
Microchipped & trained dog registration - Free	0	0	0
Guard dog registrations	9	0	0
Guide/Hearing/Disability dog registrations	24	23	16
Total dog registrations	9663	9720	9718

REPORTS STATISTICS	2014/2015	2015/2016	2016/17
Number of dog registrations transferred	113	201	175
Total number of expiations issued	458	360	382
Total number of late payments - dog registration fees	901	475	389
Number of court cases won	1	0	0
Number of court cases lost	0	0	0
Total court actions for the year	1	0	0
Number of official barking dog complaints received	47	37	33
Number of official wandering dog complaints received	202	189	193
Number of dogs collected and returned to owner before impounded	112	123	117
Total number of dogs impounded	92	66	76
Total number of dogs impounded and subsequently returned to the owner	82	55	61
Number of reports of dog harassment to humans	4	9	13
Number of reports of dog attacks on humans	13	14	14
Number of reports of dog harassment to animals	1	1	0
Number of reports of dog attacks on animals	24	23	19
Number of Dog Management Officers (FTE)	2	2	2
Number of cat complaints	54	232	132
Number of authorised Cat Management Officers (FTE)	0.6	0.6	0.6
Number of registered businesses involving dogs	0	0	0

APPENDIX 4:

COMPILATION OF PROPOSED ACTIONS

6.1 MANDATORY MICROCHIPPING

KEY PERFORMANCE INDICATOR

Percentage of the population surveyed who indicate correct awareness of and understanding of the requirement.

Percentage of dogs and cats found to be microchipped.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Review and modify procedures and records and data collection to accommodate the new microchipping requirements.	Year 1	Compliance	Within existing resources.	
Incorporate mandatory microchipping into the Dog and Cat Management – Community Education Program (refer 6.3).	Year 2	Compliance	Within existing resources.	
Work with local vets to promote the mandatory microchipping requirement.	Ongoing	Compliance	Within existing resources.	
Send Authorised persons to randomly monitor parks/other locations commonly used by dog owners. Conduct microchip scan checks.	Ongoing	Compliance	Within existing resources.	

6.1 MANDATORY DESEXING

KEY PERFORMANCE INDICATOR

Percentage of the population surveyed who indicate correct awareness of and understanding of the requirement.

Percentage of dogs and cats found to be desexed.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Review and modify procedures and records and data collection to accommodate the new de-sexing requirements.	Year 1	Compliance	Within existing resources.	
Incorporate mandatory microchipping into the Dog and Cat Management – Community Education Program (refer 6.3).	Year 2	Compliance	Within existing resources.	
Work with local vets to promote the mandatory desexing requirement.	Annual	Compliance	Within existing resources.	
Review DACO database to uncover animals that are not listed as de-sexed.	Annual	Compliance	Within existing resources.	

6.1 RESPONSIBLE DOG AND CAT OWNERSHIP

KEY PERFORMANCE INDICATOR

Reduction over time in the number of certain expiations.

Percentage of people surveyed who report correct understanding of statewide and local requirements that apply in Mitcham Council area.

Reduction in the number of dogs and cats euthanized.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Continue to provide education material on Council's website and in other promotional formats.	Ongoing	Compliance	Within existing resources.	
Continue to educate for initial breaches of Council requirements.	Ongoing	Compliance	Within existing resources.	
Develop a comprehensive and integrated dissemination and education program designed to ensure the community understands existing and new animal management requirements applying in Mitcham Council area.	Year 2	Compliance	Within existing resources.	
Maintain partnerships with community organisations that promote the rescue/rehoming of dogs and cats.	Ongoing	Compliance	Within existing resources.	

6.1 BREEDER REGISTRATION

KEY PERFORMANCE INDICATOR

Breeders identified.

Breeders registered as required.

Reduction in the number of identified non-compliances with breeder registration.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Implement a mail out to all known breeding establishments advising of the need to be a registered breeder.	Year 1	Compliance	Within existing resources.	
Advertise breeder registration requirements on Council's website.	Year 1 and ongoing	Compliance	Within existing resources.	
Include the requirement for the community to buy pets from a registered breeder in the DCM-CEP.	Year 2	Compliance	Within existing resources.	
Follow up registration of registered businesses that have not registered as a breeder.	Annual	Compliance	Within existing resources.	
Monitor advertisements in local newspapers and websites to check if dog and cat sale advertisements contain a breeder registration number.	Ongoing	Compliance	Within existing resources.	
Inspect the premises of breeding businesses to ensure the number of dogs/cats on the premises matches the number approved by Council.	Ongoing	Compliance	Within existing resources.	

6.1 EMERGENCY MANAGEMENT

KEY PERFORMANCE INDICATOR

Number and types of information provided to the community about emergencies.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Monitor the advice and information provided by Council about planning and preparing for emergencies.	Ongoing	Compliance	Within existing resources.	
Extend the reach of the information currently provided via social media, information provided in local print media and by including the advice and information in generalised education material on responsible pet ownership.	Year 3	Compliance	Within existing resources.	

6.2 DOG REGISTRATION

KEY PERFORMANCE INDICATOR

Number of dogs registered as a percentage of the City of Mitcham population.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Review systems, procedures and information/data base requirements.	Year 1	Compliance	Within existing resources.	
Review and confirm registration fees including any rebates.	Year 1	Compliance	Within existing resources.	
Include registration requirements in the DCM-CEP (refer 6.3).	Year 2	Compliance	Within existing resources.	

6.2 DOGS BY-LAW

KEY PERFORMANCE INDICATOR

New dogs' by-law in place.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Review the dogs by-law with a view to including Hannaford Park and part of Hawthorndene Oval and other suitable reserves in a list of off leash areas available in City of Mitcham.	Year 2	Compliance	Within existing resources.	
By-law review is undertaken.	Year 4.	Compliance	Within existing resources.	

6.2 DOG ATTACKS

KEY PERFORMANCE INDICATOR

Number of dog attacks reported.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Maintain current initiatives to reduce dog attacks.	Ongoing	Compliance	Within existing resources.	

6.2 EXCESSIVE BARKING

KEY PERFORMANCE INDICATOR

Number of barking dog complaints received.

Number of barking dog complaints resolved.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Continue to use the Council's SOP for investigating barking dog complaints.	Ongoing	Compliance	Within existing resources.	
Continue to provide educational material on Council's website.	Ongoing	Compliance	Within existing resources.	
Monitor best practice for dealing with barking dog complaints.	Ongoing	Compliance	Within existing resources.	
Hold a barking forum with residents and identified stakeholders.	Year 4	Compliance	Within existing resources.	

6.2 DOGS AND COUNCIL PARKS AND RESERVES

KEY PERFORMANCE INDICATOR

Number of dog attacks reported.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Undertake a review and amend the dogs' by-law as appropriate to implement changes to parks/reserves status (as outlined at Objective 6.2.7).	Year 2	Compliance	Within existing resources.	
Continue to provide information on Council's website and in other promotional material with regard to the requirements applying to dogs and Council parks and reserves.	Ongoing	Compliance	Within existing resources.	
Prepare a video on the responsibilities of dog owners using public spaces with their dogs. Disseminate to the community.	Year 2	Compliance	Within existing resources.	
Prepare written material featuring a range of typical interactions or issues to do with the presence of dogs in Council's reserves and disseminate to the community.	Year 3	Compliance	Within existing resources.	
Continue to patrol Council's parks and reserves to ensure dog owners are complying with the requirements applying to dogs.	Ongoing	Compliance	Within existing resources.	



6.3 CAT MANAGEMENT

KEY PERFORMANCE INDICATOR

Number of cat complaints received.

Number of cat complaints resolved.

Procedures for dealing with cats found to be un-registered and un-microchipped.

Cat by-law reviewed and updated.

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Continue to include information on steps available for managing trespassing cats.	Ongoing	Compliance	Within existing resources.	
Continue to offer cat trap hire.	Ongoing	Compliance	Within existing resources.	
Ensure the transition to DACO is appropriately managed.	Ongoing	Compliance	Within existing resources.	
Review procedures for dealing with cats found to be found to be un-microchipped including options for accommodating seized/impounded cats.	Year 1	Compliance	Within existing resources.	
Review the cats' by-law including a review of the merits of introducing a cat confinement requirement considering scientific evidence, resourcing implications and targeted community consultation.	Year 5	Compliance	Within existing resources.	

6.4 STAFFING THE ANIMAL MANAGEMENT SERVICE

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Review skills of staff to identify areas where additional training would be of benefit to the staff and Council.	Annual	Compliance	Within existing resources.	
Staff to attend training relevant to Authorised Persons (eg animal handling, conflict resolution).	Ongoing	Compliance	Within existing resources.	

6.5 IMPLEMENTING THE PLAN

ACTION	WHEN	RESPONSIBILITY	RESOURCES REQUIRED	ACHIEVED
Obtain the Board's approval of the Plan.	Year 1	Compliance	Within existing resources.	
Assign responsibility for implementing the Plan to a nominated Council officer.	Year 1	Compliance	Within existing resources.	
Establish an internal project team and meet six monthly.	Year 1 and ongoing	Compliance	Within existing resources.	
Conduct an annual review and report on the Plan's currency, implementation and performance against KPIs.	Annual	Compliance	Within existing resources.	



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