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Contact Officer
Pat Vaughan
9457 9834



Banyule
CITY COUNCIL

13 November 2003

TO WHOM IT MAY CONCERN



Re: Sustainability Training by Vox Bandicoot

Frank Ryan, Ian McBurney and John Milkins from Vox Bandicoot provided sustainability training to over 600 staff at Banyule in 2003. The training was extremely well received and has led to observable changes in the behaviour and attitude of staff at all levels of the organisation.

The information presented as well as the entertaining style of presentation provided an excellent and engaging overview of sustainability and of the cultural change necessary to make it an integral part of Council's operations.

The training has been undertaken in conjunction with the introduction of an Integrated Business Management System across Council that combines an environmental management system with occupational health and safety and quality assurance processes.

Many staff have expressed relief that the organisation is taking sustainability seriously and have felt enabled by this process to raise issues and address problems that have annoyed them for years. This has led to direct improvements in work practices, particularly in regard to the conservation of resources.

Interest in the training and subsequent developments was so great that over 30 employees volunteered to be EnviroReps and act as the go-betweens between their colleagues and the environment section. Vox Bandicoot provided these EnviroReps with further in depth training and they have subsequently become key to the roll out of a range of programs including waste and energy management related campaigns and the implementation of environmental purchasing guidelines.

I have no hesitation in recommending Vox Bandicoot for the delivery of sustainability and cultural change training.

Yours sincerely

Pat Vaughan
Environmental Officer

All correspondence to
PO Box 51 Ivanhoe 3079
enquiries@banyule.vic.gov.au
www.banyule.vic.gov.au

Telephone 03) 9490 4222
TTY 9432 7211
Facsimile 03) 9499 1391
DX 97904 Ivanhoe
ABN 16 456 814 549

Service Centres
Greensborough 9-13 Flintoff Street
Ivanhoe 275 Upper Heidelberg Road
Rosanna 44 Turnham Avenue