

# Council Plan 2021-2025 - Year 3 Actions

## 1. Resilient Communities

### 1.1 To ensure we are welcoming, inclusive, caring and connected

#### 1.1.1 Celebrate the community's vibrant, diverse and creative people

1. Support Community and Council priorities through the delivery of the Grants and Contributions Program.
2. Enhance the contribution of Murrindindi Shire Volunteers and volunteer groups including:
  - \* Facilitating the annual citizen of the year awards
  - \* Celebrating National Volunteers Week
  - \* Celebrating volunteers with annual appreciation dinner
  - \* Coordinating the community bus and events calendar services

#### 1.1.2 Deliver, support and promote opportunities for all people to connect with each other, collaborate and plan for our future

1. Finalise and commence implementation of Stage 1 'Reflect' **Reconciliation Action Plan** for Council in consultation with Aboriginal and Torres Strait Islander people, stakeholders and organisations.
2. Collaborate with partners to deliver annual priorities from the **Municipal Public Health and Wellbeing Plan**, including:
  - \* Grow Well Dindi - active living and healthy eating focus
  - \* Goulburn Mental Health and Wellbeing Project
  - \* Free From Violence prevention project
  - \* Health promotion initiatives.
  - \* Targeted initiatives to focus on youth mental health and suicide prevention
3. **Library Strategy and Action Plan**: Finalise the implementation stage and commence delivery of annual actions identified.
4. Undertake Community Planning for Flowerdale, and support communities with existing plans to enable community-led activities.

#### 1.1.3 Advocate for improved access to health and community services

1. Advocate for improved access to health and wellbeing services, including:
  - \* Local GPs
  - \* Family Violence
  - \* Public Transport
  - \* Aged and Disability
  - \* Maternal and Child Health (MCH)
  - \* Early Education and Child Care

#### 1.1.4 In collaboration with our community, support our children and young people to be happy, healthy and engaged

1. Provide high-quality Children and Maternal Child Health Service programs, including:
  - \* Family Day Care
  - \* Immunisation and Key Ages and Stages assessments
  - \* Supported Playgroups and Parent Early Education Partnership (PEEP)
  - \* Library Programs
2. Provide high quality Youth Service including:
  - \* Arts programs
  - \* Career pathways
  - \* Community participation
  - \* Youth Leadership Programs
3. Ensure compliance with Child Safety across the community through objectives and principles contained within the Child Safety and Wellbeing Policy, and relevant State legislation and policy.
4. Plan for future Early Education and Childcare requirements by:
  - \* Collaborating with State Government and Murrindindi Service Providers
  - \* Review and update the Kindergarten Infrastructure Services Plan (KISP)
  - \* Develop a Workforce plan for Murrindindi services
  - \* Seek funding to support infrastructure planning for Yea and Alexandra services

#### 1.1.5 Engage with the community and partner organisations to enable older and vulnerable people to live safely, enjoy good health and stay involved

1. Support older and vulnerable people to access government services and assist them to navigate those services to support their health and wellbeing, by:
  - \* Undertaking advocacy
  - \* Providing linkage through to service providers
2. Support access and inclusion for people in Murrindindi including: CALD, LGTBQIA+, people living with disability, Aging, and Lower socio economic community members, by developing and delivering an engagement plan.
3. Ensure the capital works program incorporates 'Access-for-All' principles and caters for the specific needs for older people.

#### 1.1.6 Provide and promote safe, passive and active recreational opportunities that will enhance the health, and wellbeing of residents and visitors

# Council Plan 2021-2025 - Year 3 Actions

1. Advocate for funding to deliver key infrastructure and open space initiatives, as supported by the *Recreation and Open Space Strategy*, including:

- \* Eildon swimming pool solar and shade upgrade
- \* Yea Recreation Reserve cricket nets upgrade
- \* Alexandra Leisure Centre development plan
- \* Tracks and Trails strategic direction
- \* Kinglake Memorial Reserve Oval upgrade

# Council Plan 2021-2025 - Year 3 Actions

2. Deliver the recommendations from the Aquatics Facilities Audit that will support community participation outcomes, including:

- \* Yea main pool wet deck construction
- \* Change room and kiosk refurbishment across all pool facilities

3. Develop a Fair Access Policy in line with State Government requirements to improve the access to, and use of, community sports infrastructure for women and girls.

## 2. Beautiful townships and rural settings

**2.1 To create a better place for our community and visitors to live in harmony with our rural character, natural beauty and heritage**

### 2.1.1 Connect our communities through improved roads, footpaths and public transport

1. Improve unsealed road maintenance and service standards through:
  - \* a combined 'Rapid Road & Tree Maintenance Response Team' and additional road materials.
  - \* Council's largest reseal and resheeting program to improve road conditions

### 2.1.2 Deliver efficient, sustainable land use planning outcomes to enhance liveability, protect our unique rural character and natural beauty, and to enable growth

1. Conduct feasibility assessments for developing vacant Council-owned land to support the Social and Affordable Housing options.

### 2.1.3 Provide fit-for-purpose infrastructure that meets current and future service demands and needs of our community

1. Deliver the priorities identified in the 2023/24 Capital Works Program, including:
  - \* Skate Park in Eildon
  - \* Senior Place Space in Eildon
  - \* Commence the Kinglake Village Streetscape Project

### 2.1.4 Provide spaces within our towns that are vibrant, attractive, safe and accessible

1. Implement annual actions of the Disability Discrimination Act (DDA) Compliance Audit, including:
  - \* Complete DDA compliance work for the Alexandra Council Chambers
  - \* Complete DDA compliance works for the Alexandra Shire Hall
2. Complete the street tree replacement program
3. Commence the Alexandra Streetscape Project

## 3. Growth and Opportunity

**3.1 To prioritise and promote a culture in which the economy, businesses and community can grow and thrive.**

### 3.1.1 Boost local investment and employment opportunities through activities that encourage businesses, social enterprise, and industry sectors to thrive and grow

1. Continue to promote the Development Assessment Team and business concierge service.
2. Review of the Murrindindi Planning Scheme to enhance its efficiency and currency of local planning policies.
3. Eildon Pondage Master Plan: Work with community and partners to implement the actions identified in the Eildon Pondage Master Plan, subject to external funding received.
5. Scope and seek funding to develop an Industrial/Commercial Land study.

### 3.1.2 Support and promote our tourism and events sector to boost the economy through increased visitation

1. Embed the Tourism and Events Strategy into the development of the Economic Development Strategy, including:
  - \* promotion of events, products and experiences
  - \* implementing plan for visitor services in key priority areas
  - \* Embed 'RV friendly' town principles into the development of the Economic Development Strategy

### 3.1.3 Partner with community members, businesses, and other organisations affected by the state-government-led transition out of native forest harvesting

1. Progress 'Shaping Murrindindi's future' Identify the needs and impact of the economic transition from the cessation of native forest timber harvesting (Local Development Strategy funded program).

## 4. Our Protected Environment

**4.1 To protect and enhance our natural environment, supporting environmental sustainability, community resilience, innovation and adaptation to climate change to achieve net-zero emissions by 2035.**

### 4.1.1. Minimise waste and increase recycling to reduce our environmental footprint

1. Deliver the 2023/24 Waste Education Program aimed to minimise waste and increase recycling to reduce our environmental footprint.
2. Commence planning for the new waste collection services.
3. Start construction for the new landfill cell at the Alexandra Landfill.

# Council Plan 2021-2025 - Year 3 Actions

## 4.1.2 In partnership with the community, provide education and training to improve ecologically sustainable outcomes

1. Work with community and Landcare groups to promote sustainable land use, including conservation for roadside and bushland sites in the municipality.
2. Continue bushland management on key Council sites to manage fire risk, pests, weeds and protect biodiversity, including title survey to define extent of blocks.
3. Develop roadside pest animal and weed management plan to mitigate the fire risk of invasive species and strengthen ecosystem resilience.
4. Determine if there is an appetite in the community for a wetland within the Leckie Park - UT Creek precinct.

## 4.1.3 In partnership with the community, develop and deliver climate adaptation and mitigation programs and practices to reduce our environmental impact

1. Implementation of Council's *Climate Change Action Plan* initiatives for 2023/24.
2. Implement approaches from '*Naturally Cooler Towns Study*' to plan future shade in towns.
3. Investigate the use of the Council site at Flat Lead Rd for carbon offsets, other regenerative opportunities and to creating the site as an environmental precinct.
5. Upgrade mercury vapour and compact fluorescent streetlights to LED.

## 4.1.4. Protect our waterways and improve associated human health outcomes

1. Conduct a review of planning requirements and controls for the catchment area north of Eildon.
2. Develop scope and initial research for Alexandra and Upper Goulburn flood study in partnership with Goulburn Broken Catchment Management Authority.
3. Seek funding to develop a Municipal Integrated Water Management Plan (IWMP).
4. Deliver the Onsite Domestic Wastewater Education and Engagement Program.

## 5. Transparency, Inclusion and Accountability

### 5.1 To ensure our services, people and systems deliver the best possible outcomes for our communities now and in the future.

#### 5.1.1 Put the customer first in everything we do

1. Enhance our customer service systems and processes to improve our management of requests and feedback.
2. Upgrade Council's website in accordance with our *Communications and Social Media Strategies*.

#### 5.1.2 Ensure Council remains financially sustainable through sound management, forward planning, innovative service delivery and asset consolidation as appropriate

1. Enhance the organisation's Information, Communications and Technology (ICT) capability and systems, including:
  - \* Implementation of the ICT Strategy Action Plan
  - \* Strengthen Council's Cyber Security
  - \* Upgrade Council's ICT Disaster Recovery (DR) System.
2. Continue to work with our neighbouring councils (Mansfield, Strathbogie & Benalla) to implement the Rural Council's Transformation Program year one actions.
3. Undertake a Geospatial System (GIS) Capability Gap Analysis.
4. Finalise the Information Strategy and commence implementation, including the delivery of the Archiving Project.
5. Further develop Financial Plan to support effective Council decision making.
6. Develop of a business model to support increased utilisation of the Marysville Community Centre and its relationship to other facilities in town.
7. Complete the review of the Road Asset Management Plan.

#### 5.1.3 Evaluate and pursue new commercial opportunities

1. Continue with the delivery of the Yea Saleyards 10-year Business Plan annual action items including:
  - \* Investigate options to address potential expansion.
2. Undertake a feasibility study to attract investment in the Circular Economy industry in Murrindindi.

# Council Plan 2021-2025 - Year 3 Actions

## 5.1.4 Provide a workplace that is flexible and inclusive to support the health and wellbeing of our employees

1. Implement the actions identified in the *Workforce Management Strategy and Gender Equality Action Plan*, including:
  - \* Supporting students within the Shire to learn about opportunities and career paths at Council
  - \* Review organisational requirements for entry-level positions to develop skills and opportunities for career progression
  - \* Review recruitment process to ensure gender equality, diversity and inclusion are addressed in all actions

## 5.1.5 Maintain transparent, inclusive and accountable governance practices

1. Develop a Sustainable Procurement Action Plan to provide a structure for how Council will enhance local economic, environmental and social outcomes within its procurement processes.
2. Develop an Organisational Capability and Performance Reporting Framework, including a new structure for the quarterly performance report that provides a strong understanding of current performance.
3. Review Council's Community Engagement Policy in line with the Local Government Act 2020 legislative requirements with a focus on enhancing public participation.
4. Develop a guide to assist the community to provide clarity on the process of public Council meetings and how to participate.

## 5.1.6 Communicate effectively using multiple methods with our customers and communities about our work and services

1. Continue to implement the *2019 Communication Strategy and 2020 Social Media Strategy* actions, including
  - \* Increase the quality and access to digital communication, through social media, newsletters and web content
  - \* Streamlining communication content creation to enable more frequent and up-to-date content sharing

## 5.1.7 Improve emergency readiness through active emergency management planning to enhance community preparedness and resilience

1. Deliver the Local Emergency Action Plan Project (LEAP) in collaboration with neighbouring Councils, including:
  - \* Identify three additional at-risk communities to be part of the project
  - \* Work with the identified working groups at Marysville and Toolangi to design and deliver their Local Emergency Action Plans
2. Implement the Municipal Flood Recovery Plan (October 2022).

## 5.1.8 Establish a team approach in partnership with our communities to represent our collective interest to the State and Federal Governments

1. Maintain an advocacy register to ensure equitable state-wide distribution of Victorian and Federal Government funding.