

MURRINDINDI SHIRE COUNCIL **2022-23** PRIORITY ACTION PLAN



Murrindindi
Shire Council

YEAR 2 ACTIONS

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Acknowledgement of Country and First Nations Peoples

Murrindindi Shire Council is proud to acknowledge the Taungurung and Wurundjeri people as the traditional custodians of the land we now call Murrindindi Shire.

We pay our respects to First Nations leaders and elders, past, present and emerging, who are the keepers of history, traditions, knowledge and culture of this land.

We commit to working in collaboration with traditional owners of this land in a spirit of reconciliation and partnership.





1. RESILIENT COMMUNITIES

Objective: To ensure we are welcoming, inclusive, caring and connected.

We recognise that resilient communities are connected communities with access to services that support physical and mental health in a safe environment.

We value the community's diversity and are committed to inclusion, access and equity for everyone. We will build on this quality by encouraging participation and involvement. These principles foster cohesiveness, empower people and improve resilience and the wellbeing of the community.

1. RESILIENT COMMUNITIES

Objective: To ensure we are welcoming, inclusive, caring and connected.

Council Strategy	Priority Action
1.1.1 Celebrate the community's vibrant, diverse and creative people	1.1.1.1 Implement an annual calendar of national days and weeks that Council will acknowledge, endorse and promote
	1.1.1.2 Deliver activities that recognise and enhance the contribution of Murrindindi Shire volunteer groups, including: <ul style="list-style-type: none"> • Community events calendar • National Volunteers' Week • Citizen of the Year awards to recognise volunteers and be celebrated during Volunteers' Week • Community bus hire • Capacity building
	1.1.1.3 Deliver the Grants and Contributions Program to support Council and community priorities
1.1.2 Deliver, support and promote opportunities for all people to connect with each other, collaborate and plan for our future	1.1.2.1 Undertake Community Planning for Thornton and Glenburn, and support communities with existing plans to enable community led activities
	1.1.2.2 Finalise Library Strategy and Action Plan, and commence delivery of Year 1 actions
	1.1.2.3 Implement pilot project for library outreach into community markets and events
	1.1.2.4 Collaborate with partners to deliver annual priorities from the Municipal Public Health and Wellbeing Plan, including: <ul style="list-style-type: none"> • Grow Well Dindi - active living and healthy eating focus • Goulburn Mental Health and Wellbeing Project • Free From Violence prevention project • Health promotion initiatives
	1.1.2.5 Progress the Reconciliation Action Plan (RAP) for Council in consultation with Traditional Owners and local Aboriginal community groups, including: <ul style="list-style-type: none"> • Finalise development of stage 1 'Reflect' RAP • Commence implementation of key priorities identified in the 'Reflect' RAP
	1.1.2.6 Enhance public participation through objectives and principles contained within the Community Engagement Policy including: <ul style="list-style-type: none"> • Online portal 'Dindi in the loop' • Active engagement to support harder to reach groups
	1.1.2.7 Review future service and infrastructure requirements for childcare across Murrindindi Shire

Council Strategy	Priority Action
1.3 Advocate for improved access to health and community services	1.1.3.1 Advocate for improved access to health and wellbeing services, including: <ul style="list-style-type: none"> • Local GPs • Mental Health • Family Violence Services • Hospitals • Public Transport • Social and Affordable Housing • Aged and Disability • Maternal and Child Health (MCH)
	1.1.4.1 Provide high quality Children and Maternal Child Health Service programs, including: <ul style="list-style-type: none"> • Family Day Care • Immunisation and Key Ages and Stages assessments • Supported Playgroups and Parent Early Education Partnership • Library Programs
1.1.4 In collaboration with our community, support our children and young people to be happy, healthy and engaged	1.1.4.2 Provide high quality Youth Service including: <ul style="list-style-type: none"> • Leadership activities • Career pathways • Arts programs
	1.1.5.1 Deliver a plan for rolling township access audits to inform the capital works program, incorporating 'Access-for-All' principles and the specific needs of older people
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	1.1.5.2 Continue to act as an advocate for older and vulnerable people to access government services and assist them to navigate those services to support their health and wellbeing
	1.1.6.1 Advocate for funding to deliver key infrastructure and open space initiatives, as supported by the Recreation and Open Space Strategy, including: <ul style="list-style-type: none"> • Yea swimming pool lighting • Eildon swimming pool solar and shade upgrade • Kinglake Memorial Reserve netball shelter • Alexandra Leisure Centre development plan
1.1.6 Provide and promote safe, passive and active recreational opportunities that will enhance the health, and wellbeing of residents and visitors	1.1.6.2 Deliver the recommendations from the Aquatics Facilities Audit that will support community participation outcomes, including: <ul style="list-style-type: none"> • Yea main pool liner upgrade • Change room and kiosk refurbishment across all facilities • Shade sail replacement • Marysville toddler pool surface upgrade
	1.1.6.3 Continue developing a program for Tracks and Trails, including seeking funding to deliver a strategic direction

2. BEAUTIFUL TOWNSHIPS AND RURAL SETTINGS

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

The unique character, history, scenic beauty and ambience of our places, spaces and the health of our natural environment are highly valued by our communities. We will ensure our built environments are well planned to enable sensible growth that does not compromise the natural environment, nor the liveability, accessibility and character of our towns and localities.

2. BEAUTIFUL TOWNSHIPS AND RURAL SETTINGS

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

Council Strategy	Priority Action
<p>2.1.1 Connect our communities through improved roads, footpaths and public transport</p>	<p>2.1.1.1 Prioritise and implement program of works from Disability Discrimination Act Audit 2021/22</p> <p>2.1.1.2 Deliver key new link pathway projects, including:</p> <ul style="list-style-type: none"> • Falls Road, Marysville • Flowerdale Link Shared Pathway • Great Victorian Rail Trail Artwork and upgrades <p>2.1.1.3 Complete the Functional Design stage of Skyline Road, Eildon</p> <p>2.1.1.4 Improve connectivity and road safety through delivering the Yea Caravan Park Bridge Redevelopment Project and Snob Creek Road widening</p>
<p>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</p>	<p>2.1.2.1 Embed environmentally sustainable design principles into all planning and development activities.</p> <p>2.1.2.2 Advocate to, and work with, the Victorian Government for a strategic land use assessment to support:</p> <ul style="list-style-type: none"> • A sustainable and appropriate rezoning strategy to meet the shire's population needs • Economic and environmental demands including residential, commercial and industrial use

Council Strategy	Priority Action
<p>2.1.3 Provide fit-for-purpose infrastructure that meets current and future service demands and needs of our community</p>	<p>2.1.3.1 Deliver the Capital Works Program for 2022/23, including:</p> <ul style="list-style-type: none"> • Alexandra Youth Precinct • Complete extension of the Blue Gum Rail Trail • Eildon Improvement Plan Stage 1 construction <p>2.1.3.2 Complete the 2022/23 Renewal Programs, including:</p> <ul style="list-style-type: none"> • Footpaths • Gravel Roads • Sealed Roads • Drainage • Buildings
<p>2.1.4 Provide spaces within our towns that are vibrant, attractive, safe and accessible</p>	<p>2.1.4.1 Activate outdoor spaces as part of the state Government-funded COVID-19 recovery initiative</p> <p>2.1.4.2 Complete a concept design for the Alexandra and Thornton Streetscape</p> <p>2.1.4.3 Undertake the Eildon Pondage Master Planning project in partnership with community and Goulburn Murray Water, including consideration of any grant-funded projects</p> <p>2.1.4.4 Roll out a Street Tree replacement and in-fill program across townships</p>

3. GROWTH AND OPPORTUNITY

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

We recognise that growth and opportunity are key to supporting individual aspirations and our communities. We will ensure that opportunities to encourage our businesses, social enterprises and industry sectors to grow and thrive are pursued. We will support businesses to start, grow or transition, promote tourism, facilitate access to support and training, and embrace activities that help boost local employment and investment.



3. GROWTH AND OPPORTUNITY

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

Council Strategy	Priority Action
3.1.1 Boost local investment and employment opportunities through activities that encourage businesses, social enterprise, and industry sectors to thrive and grow	<p>3.1.1.1 Advocate for the delivery of projects identified in the Lake Eildon Masterplan, including financial support for planning scheme amendments to commence</p> <p>3.1.1.2 Continue to deliver the activities identified in Council's COVID-19 Business Recovery Plan, including:</p> <ul style="list-style-type: none"> • Develop investment prospectus material to attract private sector interest • Provide opportunities for businesses to network and collaborate <p>3.1.1.3 Deliver and promote the Better Approvals Program and Business Concierge service as a means to assist businesses to start, grow and thrive</p>
3.1.2 Support and promote our tourism and events sector to boost the economy through increased visitation	<p>3.1.2.1 Continue to deliver the activities identified in the Great Victorian Rail Trail Strategic Development Plan, including completion of the \$1.2M Art Installations and Signage Project</p> <p>3.1.2.2 Continue to implement the Tourism and Events Strategy 2019-2024, including:</p> <ul style="list-style-type: none"> • The year 1 recommendations of the Visitor Services Review • Develop and promote an inventory of cycling opportunities across Murrindindi Shire
3.1.3 Partner with community members, businesses, and other organisations affected by the state-government-led transition out of native forest harvesting	<p>3.1.3.1 Work with the community to deliver a Local Development Strategy that proactively transitions the community and economy through a period of change</p> <p>3.1.3.2 Advocate to ensure all businesses, contractors and employees of the forestry sector are provided with information about funding and resources available through the State Government to support them through forestry industry transition</p>





4. OUR PROTECTED ENVIRONMENT

Objective: 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.

We are fortunate to live in one of the most diverse and beautiful places in the world. We recognise that the prosperity and wellbeing of our communities depends on a healthy environment, and a healthy environment depends on us to make ecologically sustainable choices. We will continue to value our natural landscapes and biodiversity and share the responsibility of being climate ready and leaders in resource management to help our Shire grow and thrive.

4. OUR PROTECTED ENVIRONMENT

Objective: 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.

Council Strategy	Priority Action
4.1.1 Minimise waste and increase recycling to reduce our environmental footprint	<p>4.1.1.1 Implement resourced Year 2 actions from the Waste and Resource Recovery Strategy, including:</p> <ul style="list-style-type: none"> Review the operations of the Resource Recovery Centres, including investigate options for the expansion of Scrap Shack operations Engage with the community on options for the waste collection service and continue to participate in the collaborative procurement process Implement education programs to promote recycling and reduced waste to landfill, including school promotions Review involvement with the Container Deposit Scheme program <p>4.1.1.2 Advocate for additional grant funding to support the delivery of the kerbside reform transition, including towards the cost of implementing the new services</p> <p>4.1.1.3 Determine the location and preferred management model for the Yea Resource Recovery Centre</p>
4.1.2 In partnership with the community, provide education and training to improve ecologically sustainable outcomes	<p>4.1.2.1 Work with community and Landcare groups to promote sustainable land use, including conservation for roadside and bushland sites in the municipality, measured through number of meetings held and hectares planted/managed</p> <p>4.1.2.2 Implement bushland management actions on key Council sites to manage fire risk, pests and weeds and protect biodiversity</p> <p>4.1.2.3 Review and update Rural Roadside Management Plan, Rural Roadside Code of Practice and associated documents</p>

Council Strategy	Priority Action
4.1.3 In partnership with the community, develop and deliver climate adaptation and mitigation programs and practices to reduce our environmental impact	<p>4.1.3.1 Adopt a Climate Change Policy for the Shire to achieve the goal of carbon neutrality by 2035</p> <p>4.1.3.2 Undertake round two of community consultation that includes advise on carbon credits prior to finalising and adopting the Climate Change Action Plan</p> <p>4.1.3.3 Implement resourced year one actions of the Climate Change Action Plan, including:</p> <ul style="list-style-type: none"> Support community feasibility studies for renewable energy projects and determine future Council involvement Develop an electric vehicle public charging stations policy Develop a fleet procurement policy that acts on the feasibility study into migrating Council's vehicle fleet to electric vehicles Coordinate with Ausnet Services to plan the replacement of outdated mercury vapour streetlights with LED lamps <p>4.1.3.4 Investigate business management model and finalise the direction of the Farm Forestry project</p>
4.1.4 Protect our waterways and improve associated human health outcomes	<p>4.1.4.1 Advocate to State and Federal Governments to fund the construction of Stage 1 Thornton Drainage improvement works that include the construction of a Water Urban Sensitive Design solution to improve drainage water quality before it enters the Goulburn River</p> <p>4.1.4.2 Continue to be involved with the Goulburn Broken Integrated Water Management Forum to seek support to Integrated Water Management principles in Council's drainage upgrade and new works</p>

5. TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

Objective: To ensure our services, people and systems deliver the best possible outcomes for our communities now and into the future.

Our organisation will be innovative, accountable and focused on achieving the community's needs and priorities. Our workplace is equitable, flexible and focused on health, safety and wellbeing, as our staff are integral in effective and responsive service delivery. We value working with our communities to prioritise, plan and advocate for the needs now and into the future.

Our five strategic directions are represented in the diagram below with our Community Vision at the centre of what we do. We acknowledge that all our efforts to deliver a 4-year Council Plan must be with our community and their future in mind.



5. TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

Objective: To ensure our services, people and systems deliver the best possible outcomes for our communities now and into the future.

Council Strategy	Priority Action
5.1.1 Put the customer first in everything we do	<p>5.1.1.1 Implement the recommendations of the 2021 internal review of our customer service systems and processes to improve our management of requests and feedback including:</p> <ul style="list-style-type: none"> • Assetic reporting • Further training of Customer Service and Operations Teams • Improving our complaints processes through automation where appropriate
5.1.2 Ensure Council remains financially sustainable through sound management, forward planning, innovative service delivery and asset consolidation as appropriate	<p>5.1.2.1 Establish decision-making framework to prioritise future expenditure on projects, including grant funding and community buy-in</p> <p>5.1.2.2 Conduct asset condition audits to support development of the Open Space Asset Management Plan</p> <p>5.1.2.3 Complete the review of Council's Road Asset Management Plan to enhance and maintain our road network and meet our community's needs</p> <p>5.1.2.4 Continue to increase innovation in Council's service delivery through the collaborative project with the Lower North-East Regional Councils Collaboration group</p> <p>5.1.2.5 Review Rating Strategy with a focus on equitable and sustainable outcomes</p>
5.1.3 Evaluate and pursue new commercial opportunities	<p>5.1.3.1 Develop a framework to implement actions with a focus on commercial opportunities</p> <p>5.1.3.2 Commence the delivery of the Yea Saleyards 10-year Business Plan Year 1 action items including:</p> <ul style="list-style-type: none"> • The feasibility of a truck wash bay • Investigate options to address potential expansion <p>5.1.3.3 Investigate specific commercial opportunities (e.g. affordable housing and retirement living options)</p>

Council Strategy	Priority Action
5.1.4 Provide a workplace that is flexible and inclusive to support the health and wellbeing of our employees	<p>5.1.4.1 Implement the Gender Equality Action Plan Year 1 actions including:</p> <ul style="list-style-type: none"> • Develop a Gender Equality Statement for Council • Develop a Gender Impact Assessment Framework • Review the Enterprise Agreement to incorporate neutral language and support action plan objectives • Implement a Health and Wellbeing Committee • Develop an organisational communications and advocacy strategy promoting Council's commitment to Gender Equality <p>5.1.4.2 Implement the Workforce Management Strategy actions due in the 2022/23 year including:</p> <ul style="list-style-type: none"> • Revising our approach to recruitment including our use of technology and media • Increasing opportunities for apprenticeships and traineeships across Council • Annual skill assessments and providing development opportunities <p>5.1.4.3 Develop an organisational Health and Wellbeing Strategy</p> <p>5.1.4.4 Undertake a review of Council's Occupational Health and Safety Management Plan and implement regular reporting</p>

<p>5.1.5 Maintain transparent, inclusive and accountable governance practices</p>	<p>5.1.5.1 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</p> <p>5.1.5.2 Investigate opportunities to increase community participation in Council decision-making including the review of the Governance Rules to enable virtual access to meetings</p> <p>5.1.5.3 Review Council's Community Engagement Policy in line with the Local Government Act 2020 legislative requirements</p>
<p>5.1.6 Communicate effectively using multiple methods with our customers and communities about our work and services</p>	<p>5.1.6.1 Continue to implement the 2019 Communication Strategy and 2020 Social Media Strategy actions, including</p> <ul style="list-style-type: none"> • Adjusting the balance of traditional and digital media by increasing resources dedicated to digital communication, including through social media and video • Streamlining communication content creation to increase efficiencies for Council • Prepare for the roll out of Electronic Direct Mail (EDM) for newsletters
<p>5.1.7 Improve emergency readiness through active emergency management planning to enhance community preparedness and resilience</p>	<p>5.1.7.1 Working with Emergency Management Victoria, establish a group with the community to design an emergency management exercise</p> <p>5.1.7.2 As part of the Local Emergency Action Plan Project in collaboration with neighbouring Councils, deliver:</p> <ul style="list-style-type: none"> • The project plan including communications and engagement plan • A risk management framework • Identification of at-risk communities to be part of the project
<p>5.1.8 Establish a team approach in partnership with our communities to represent our collective interest to the State and Federal Governments</p>	<p>5.1.8.1 Work in partnership with our community to deliver strategic advocacy activities in the lead up to the State Government elections</p>



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