

Council Plan 2021-2025

Priority Action Plan 2023/24

Quarterly Performance Report

Print Date: 22-Feb-2024

Date Range: 01/09/2023 - 31/12/2023

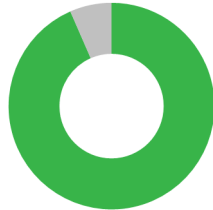


OVERVIEW SUMMARY

ACTION STATUS

93.44% (57)

ON TRACK



1.64% (1)

MONITOR



4.92% (3)

NEEDS WORK

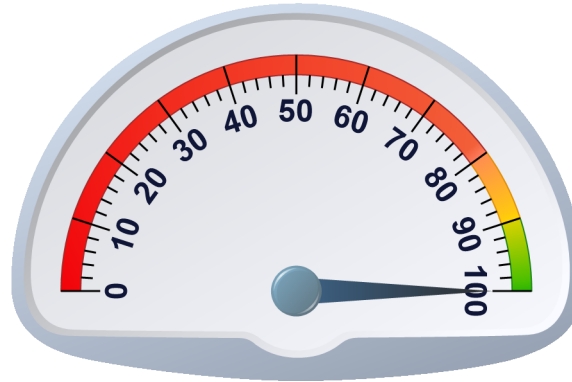


0.00% (0)

NO TARGET



ACTION PERFORMANCE



Actions reported on	61
At least 90% of action target achieved	57
Between 70% and 90% of action target achieved	1
Less than 70% of action target achieved	3
Actions with no target set	0

THEME: RESILIENT COMMUNITIES

ACTION STATUS

100.00% (17)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

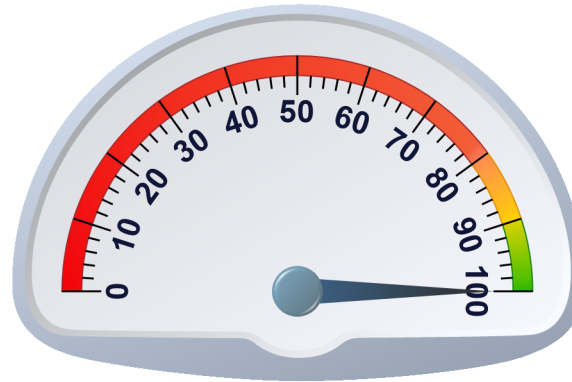


0.00% (0)

NO TARGET










ACTION PERFORMANCE





Actions reported on	17
At least 90% of action target achieved	17
Between 70% and 90% of action target achieved	0
Less than 70% of action target achieved	0
Actions with no target set	0




PERFORMANCE OVERVIEW

STRATEGIC OBJECTIVE 1.1 To ensure we are welcoming, inclusive, caring and connected		Actions On Track	KPI -
Strategy		Action Performance	KPI Performance
1.1.1 Celebrate the community's vibrant, diverse and creative people		On Track	-
1.1.2 Deliver, support and promote opportunities for all people to connect with each other, collaborate and plan for our future		On Track	-
1.1.3 Advocate for improved access to health and community services		On Track	-
1.1.4 In collaboration with our community, support our children and young people to be happy, healthy and engaged		On Track	-
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		On Track	-
1.1.6 Provide and promote safe, passive and active recreational opportunities that will enhance the health, and wellbeing of residents and visitors		On Track	-

ACTION SUMMARY


Strategic Objective: To ensure we are welcoming, inclusive, caring and connected							
Strategy: Celebrate the community's vibrant, diverse and creative people							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.1.1 Support Community and Council priorities through the delivery of the Grants and Contributions Program.	Grants Officer	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We supported 42 projects to date via the grants program under the updated policy and guidelines valued at \$81,361.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.1.2 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	Coordinator Community Engagement	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We listed 10 events on the Community Events Calendar on Council's website. Our Community Buses were used for 12 trips during the period.							

Strategy: Deliver, support and promote opportunities for all people to connect with each other, collaborate and plan for our future							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status


1.1.2.1 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.	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
<p>Progress Comment</p> <p>We have successfully implemented the first six months of the Reconciliation Action Plan (RAP) deliverables. Notable outcomes include policy reviews and cultural awareness training supporting cultural safety outcomes; and continuing building relationships with local Registered Aboriginal Parties through regular meetings.</p>							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.2 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	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
<p>Progress Comment</p> <p>Our Free From Violence project supported a range of activities including community education and school student engagement. We collaborated with Mitchell Shire Council to recognise the 16 Days of Activism via a walk against violence in Seymour attended by 130 people including 15 Councillors and Council staff. We launched a community directory of resources and supports to assist people at risk of domestic violence to access appropriate support. We supported our health promotion partners with the final Grow Well Dindi workshop for Yea in November. The workshops resulted in 13 'Action Ideas' and interested stakeholders are being recruited by the Grow Well Dindi collective to focus on implementation.</p>							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.3 Library Strategy and Action Plan: Finalise the implementation stage and commence delivery of annual actions identified.	Manager Customer Experience	In Progress	01/07/23	30/06/24	70.00	50.00	 ON TRACK
<p>Progress Comment</p>							

We extended the digital Literacy for seniors program for the remainder of the financial year. We also installed media screens across our library sites to enable 24-hour messaging to the community, as well as enable the delivery of hybrid library programming to those who seek it.

We have enhanced the Mobile Library Timetable to better address the needs of the community in providing access to services. More outreach programs, such as kindergarten visits, market visits, and programs for locations have also been implemented, and continue to grow.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.4 Undertake Community Planning for Flowerdale, and support communities with existing plans to enable community-led activities.	Coordinator Community Engagement	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We successfully established a Core Team of six volunteers to guide the Flowerdale project who are focusing initially on the planning of a launch event to be held in February. Three community engagement sessions were delivered by Council officers to activate these two projects.							



Strategy: Advocate for improved access to health and community services

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.3.1 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	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							



Our Early Years Infrastructure planning successfully advocated via the State Government's Best Start Best Life reform with an announcement for investment in 2027 for a Integrated Child Care Centre in Alexandra.

Our contribution at State and Regional Maternal Child Health advocacy networks supported funding increases under the State Governments "More support for mums, dads and babies initiative" including extra hours to deliver Key Age and Stage consultations, and Nurse training to support additional breastfeeding consultation capacity.

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


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.1 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	Coordinator Maternal & Child Health	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
Our Maternal and Child Health team serviced 262 families including 16 new births and 244 Key Ages and Stages consultations. 33 vulnerable families were offered extra support through the Enhanced Program and 11 families utilised our Sleep and Settling Outreach program. 102 clients were immunised at our community sessions. New parent group sessions were offered in Kinglake and Alexandra with a total of 7 families participating.							
Our Family Day Care service provided 21,000 hours of care for 186 children from 110 families. Our Supported Playgroups delivered 20 sessions of playgroup in Kinglake to 31 families and delivered 19 sessions of PEEP (parenting program) in Kinglake and Alexandra for 27 families.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.2 Provide high quality Youth Service including: * Arts programs * Career pathways * Community participation * Youth Leadership Programs	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							

Our youth programs engaged a total of 1082 young people across 15 initiatives. Including six arts events with 993 young people, five career pathway initiatives including 39 young people, and four youth leadership initiatives engaging 50 young people.


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.3 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.	Coordinator Children's Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We progressed priorities for Child Safety and Wellbeing with the development of department self-assessments. We actively participated in the MAV local government community of practice to enhance our impact.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.4 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	Coordinator Children's Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We progressed our Early Years Infrastructure planning project with consultants, Department of Education (DoE) and local service providers including: detailed options analysis for infrastructure in Alexandra and Yea; workforce planning to meet demand; and data forecasting for the DoE Kindergarten Infrastructure Service Plan.							

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


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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1.1.5.1 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	Access and Inclusion Officer	In Progress	01/07/23	30/06/24	50.00	50.00	
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Progress Comment
We supported 28 people to access health and wellbeing services through the DindiLink program which included 8 people supported to link to aged care services. The Moving Murrindindi program supported 46 individual trips for senior citizens, people with a disability or financially-disadvantaged members of our community with low-cost transport to access medical appointments, social outings or other transport hubs.




Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.5.2 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.	Access and Inclusion Officer	In Progress	01/07/23	30/06/24	50.00	50.00	

Progress Comment
We ran 6 free seniors lunches across the Shire during the October Victoria Seniors Festival, engaging 240 community members. We supported the self-advocacy group “Speak Up Alexandra” to hold an information stall during the December international Day of People with Disability.

1.1.5.3 Ensure the capital works program incorporates 'Access-for-All' principles and caters for the specific needs for older people.	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	50.00	50.00	
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Progress Comment
We have met Disability Discrimination Act (DDA) compliance. As part of a program to progressively comply with DDA requirements, we have upgraded road and footpath construction and compliant pram crossings including Tactile Markers.

Strategy: Provide and promote safe, passive and active recreational opportunities that will enhance the health, and wellbeing of residents and visitors							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

<p>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:</p> <ul style="list-style-type: none"> * 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 	<p>Manager Community Wellbeing</p>	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
<p>Progress Comment</p> <p>We submitted a planning grant application through Sport and Recreation Victoria to develop a strategic direction for cycling tracks and trails across the municipality with a detailed plan for gravel riding and mountain bike riding. We continue to explore opportunities to progress other initiatives.</p>							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
<p>1.1.6.2 Deliver the recommendations from the Aquatics Facilities Audit that will support community participation outcomes, including:</p> <ul style="list-style-type: none"> * Yea main pool wet deck construction * Change room and kiosk refurbishment across all pool facilities 	<p>Coordinator Facilities - HSR - Assets and Environment</p>	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
<p>Progress Comment</p> <p>We delivered a tendering process for the Yea Pool lighting upgrade with the procurement process complete. Works on the lighting and the wet deck for Yea will be undertaken when the pool season concludes.</p>							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
<p>1.1.6.3 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.</p>	<p>Manager Community Wellbeing</p>	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
<p>Progress Comment</p> <p>We conducted a community engagement process that has provided information to develop our draft Fair Access in Sport Policy. The draft Policy will be presented to Council next quarter.</p>							

THEME: BEAUTIFUL TOWNSHIPS AND RURAL SETTINGS

ACTION STATUS

100.00% (6)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

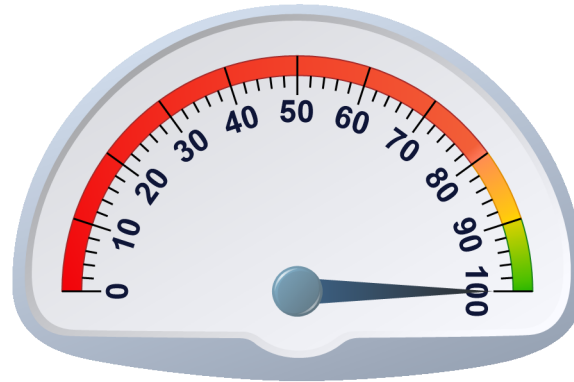


0.00% (0)

NO TARGET



ACTION PERFORMANCE



Actions reported on	6
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At least 90% of action target achieved	6
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Between 70% and 90% of action target achieved	0
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Less than 70% of action target achieved	0
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Actions with no target set	0
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PERFORMANCE OVERVIEW

STRATEGIC OBJECTIVE 2.1 To create a better place for our community and visitors to live in harmony with our rural character, natural beauty and heritage		Actions On Track	KPI -
Strategy	Action Performance		KPI Performance
2.1.1 Connect our communities through improved roads, footpaths and public transport		On Track	-
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		On Track	-
2.1.3 Provide fit-for- purpose infrastructure that meets current and future service demands and needs of our community		On Track	-
2.1.4 Provide spaces within our towns that are vibrant, attractive, safe and accessible		On Track	-


ACTION SUMMARY

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


Strategy: Connect our communities through improved roads, footpaths and public transport

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.1.1 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	Manager Operations & Maintenance	In Progress	01/07/23	30/06/24	82.00	50.00	 ON TRACK
Progress Comment							
We commenced the Road Resheeting Program and the Rapid Road Maintenance Response Team is in operation with team members employed. The Road Resheeting program is due for completion in the coming weeks.							




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

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.2.1 Conduct feasibility assessments for developing vacant Council-owned land to support the Social and Affordable Housing options.	Manager Economic Development	In Progress	01/07/23	30/06/24	75.00	50.00	 ON TRACK
Progress Comment							
We have reviewed landholdings and developed a strategy for affordable and key worker housing. We have commenced an application for funding to support the delivery of housing within the Shire through the key worker program.							

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

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.3.1 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	Manager Sustainability & Assets	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We are currently on schedule for our Capital Works Program with all large projects awarded and commenced or about to commence. All design work for the Eildon Reserves redevelopment is complete and construction works to commence in February 2024.							

Strategy: Provide spaces within our towns that are vibrant, attractive, safe and accessible

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.4.1 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	Manager Operations & Maintenance	In Progress	01/07/23	30/06/24	73.00	50.00	 ON TRACK
Progress Comment The project is being scoped with input from the Heritage advisor. Options for DDA ramp for The Alexandra Shire Hall are currently being investigated.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.4.2 Complete the street tree replacement program	Manager Operations & Maintenance	In Progress	01/07/23	30/06/24	80.00	50.00	 ON TRACK
Progress Comment A program for the replacement of street trees is currently underway, with a number of sites across Alexandra, Eildon, Marysville and Yea already completed. Works will continue post Summer months recommencing in late March - early April							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.4.3 Commence the Alexandra Streetscape Project	Manager Sustainability & Assets	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment We completed the Pedestrian safety evaluation. A parking study and further master planning for the Streetscape project to commence next quarter. Landscape options have been Identified and will be considered in the final review.							

THEME: GROWTH AND OPPORTUNITY

ACTION STATUS

100.00% (6)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

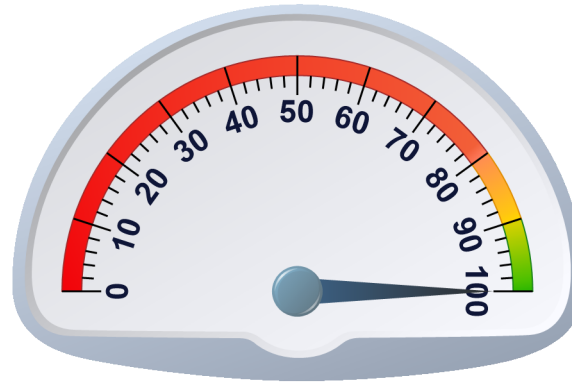


0.00% (0)

NO TARGET



ACTION PERFORMANCE



Actions reported on **6**






At least 90% of action target achieved **6**

Between 70% and 90% of action target achieved **0**




Less than 70% of action target achieved **0**

Actions with no target set **0**

PERFORMANCE OVERVIEW


STRATEGIC OBJECTIVE		Actions On Track	KPI -
Strategy	Action Performance		KPI Performance
3.1 To prioritise and promote a culture in which the economy, businesses and community can grow and thrive		Actions On Track	KPI -
3.1.1 Boost local investment and employment opportunities through activities that encourage businesses, social enterprise, and industry sectors to thrive and grow		On Track	-
3.1.2 Support and promote our tourism and events sector to boost the economy through increased visitation		On Track	-
3.1.3 Partner with community members, businesses, and other organisations affected by the state-government-led transition out of native forest harvesting		On Track	-

ACTION SUMMARY

Strategic Objective: To prioritise and promote a culture in which the economy, businesses and community can grow and thrive							
Strategy: Boost local investment and employment opportunities through activities that encourage businesses, social enterprise, and industry sectors to thrive and grow							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.1.1 Continue to promote the Development Assessment Team and business concierge service.	Manager Development Services	In Progress	01/07/23	30/06/24	75.00	50.00	 ON TRACK
Progress Comment							
We continued to provide support to emerging businesses and to streamline and facilitate new developments through the Development Assessment Team and Business Concierge Program.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.1.2 Review of the Murrindindi Planning Scheme to enhance its efficiency and currency of local planning policies.	Principal Strategic Planner	Completed	01/07/23	30/06/24	100.00	50.00	 ON TRACK
Progress Comment							
We have completed the review of the Murrindindi Planning Scheme with broad consultation, with a report to consolidating the review considered at Council in late 2023 and sent to Planning Minister in 2023.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.1.3 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.	Principal Strategic Planner	In Progress	01/07/23	30/06/24	97.00	50.00	 ON TRACK
Progress Comment							

We have completed the consultation and preparation of the draft Masterplan for consultation and further engagement for feedback from the 30 October to 20 November.


Adoption of the final Plan delayed to enable the position from GMW and AGL in relation to on water activities to be included in the report. A response has now been received and we can proceed to Council for consideration in February.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.1.4 Scope and seek funding to develop an Industrial/Commercial Land study.	Principal Strategic Planner	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

We are seeking funding opportunities to undertake the planning work. It is envisaged that this study will be included with a number of other strategic documents for a funding submission through the Federal Regional Precincts and Partnership Program (rPPP). Preparation of Grant Application underway.


Strategy: Support and promote our tourism and events sector to boost the economy through increased visitation

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.2.1 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	Manager Economic Development	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

We have completed the initial engagement on the Priority Areas and Objectives for the Economic Development Strategy. Currently developing the Strategy and Action Plan for consultation in early 2024.

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

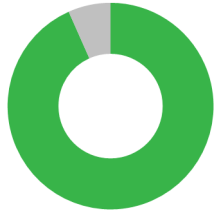
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.3.1 Progress 'Shaping Murrindindi's future' Identify the needs and impact of the economic transition from the cessation of native forest timber harvesting (Local Development Strategy funded program).	Local Development Strategy Project Manager	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
<p>We have secured State Government funding for the development of the Victorian Forestry Program to support the transition out of native forest harvesting, for Murrindindi titled 'Shaping Murrindindi's Future'. Stage 1 has now been completed, with the Regional Context Analysis (RCA) being endorsed by Council in November 2023. The RCA includes data from over 120 interviews and desktop analysis, and identifies 6 innovation opportunities to be explored further in Stage 2 of the project commencing February 2024. These full day Entrepreneurial Discovery Process Workshops include Farm Forestry, Advanced Manufacturing, Renewable Energy and Circular Economy, Health, Aged Care and Social Assistance, Tourism, and Sustainable Agriculture, Aquaculture and Horticulture. Stage 3 of the project will commence in March 2024, with Innovation Working Groups established from recommendations made in the EDP workshops. A leadership group will also be formed, to contribute to decision making for the development of future projects.</p>							

THEME: OUR PROTECTED ENVIRONMENT

ACTION STATUS

93.33% (14)

ON TRACK



0.00% (0)

MONITOR



6.67% (1)

NEEDS WORK

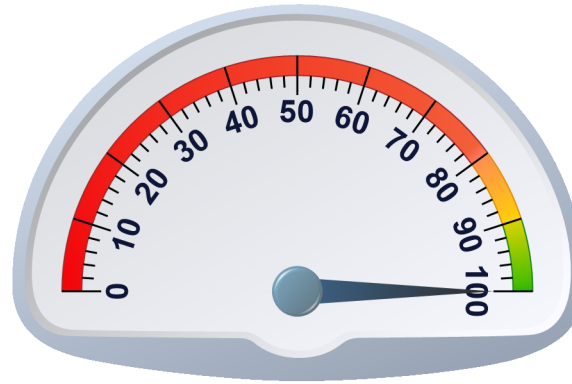


0.00% (0)

NO TARGET






ACTION PERFORMANCE



Actions reported on	15
At least 90% of action target achieved	14
Between 70% and 90% of action target achieved	0
Less than 70% of action target achieved	1
Actions with no target set	0


PERFORMANCE OVERVIEW

STRATEGIC OBJECTIVE 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		Actions On Track	KPI -
Strategy		Action Performance	KPI Performance
4.1.1 Minimise waste and increase recycling to reduce our environmental footprint		On Track	-
4.1.2 In partnership with the community, provide education and training to improve ecologically sustainable outcomes		On Track	-
4.1.3 In partnership with the community, develop and deliver climate adaptation and mitigation programs and practices to reduce our environmental impact		On Track	-
4.1.4 Protect our waterways and improve associated human health outcomes		On Track	-

ACTION SUMMARY


Strategic 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

Strategy: Minimise waste and increase recycling to reduce our environmental footprint

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.1 Deliver the 2023/24 Waste Education Program aimed to minimise waste and increase recycling to reduce our environmental footprint.	Coordinator Waste Management	In Progress	01/07/23	30/06/24	45.00	50.00	 ON TRACK


Progress Comment

We have started planning for the commencement of the new waste collection services which includes development of a Communication Plan. We are planning a Circular Economy workshop targeting local businesses to be delivered in March 2024.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.2 Commence planning for the new waste collection services	Coordinator Waste Management	In Progress	01/07/23	30/06/24	45.00	50.00	 ON TRACK

Progress Comment


We commenced planning for the introduction of the new waste collection service in July 2025. A Draft Kerbside Services Policy laying out the final format of the kerbside services is in preparation and will be advertised to the community in March 2024.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.3 Start construction for the new landfill cell at the Alexandra Landfill	Coordinator Waste Management	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment


We commenced Construction work on the new landfill cells in November 2023 and will be completed by June 2024. Works currently on-schedule.

Strategy: In partnership with the community, provide education and training to improve ecologically sustainable outcomes

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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.	Senior Environment Assessment Officer - HSR - Asset and Environment	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment


Council has an ongoing program for working with community and Landcare groups to promote sustainable land use, including conservation for roadside and bushland sites in the municipality. Collaboration continues with Upper Goulburn Landcare Network on Clean Up Australia Day, National Tree Day, weed and pest control groups, Victorian Blackberry Task Force, King Parrot Pest Collaborative. Ongoing liaising with landholders on separate queries related to native vegetation and other natural resource matters.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.2.2 Continue bushland management on key Council sites to manage fire risk, pests, weeds and protect biodiversity, including title survey to define extent of blocks.	Senior Environment Assessment Officer - HSR - Asset and Environment	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment


The program includes further weed control management works at 51 Peregrine Drive, working with Flood Recovery on Thornton Recreation Reserve, weed management around the Eildon pondage completed, work to commence on Old Josephine Cutting in coming weeks and completion of weed management on the Great Victorian Rail Trail.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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4.1.2.3 Develop roadside pest animal and weed management plan to mitigate the fire risk of invasive species and strengthen ecosystem resilience.	Senior Environment Assessment Officer - HSR - Asset and Environment	In Progress	01/07/23	30/06/24	90.00	50.00	 ON TRACK
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Progress Comment


The Roadside Weed and Pest Management Plan is complete, after consultation with Landcare Groups, Currently awaiting endorsement from Agriculture Victoria to finalise the plan.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.2.4 Survey the wider Alexandra community to determine a preference to changes to the Leckie Park and UT Creek precinct.	Manager Community Wellbeing	In Progress	01/07/23	30/06/24	75.00	50.00	 ON TRACK

Progress Comment

We undertook a community engagement process which provided information to be included in a report to Council next quarter to help inform future plans and works in and around the U.T. Creek / Leckie Park precinct. The engagement included receiving 70 survey responses, 11 social map pins and numerous other conversations and informal submissions.

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

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.1 Implementation of Council's Climate Change Action Plan initiatives for 2023/24.	Coordinator Environmental Programs	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

The Climate Change Action Plan was adopted by Council in September 2023. The action plan work is progressing satisfactorily. Two key community projects are the Neighbourhood Battery Initiative - investigating the feasibility of a neighbourhood battery for the Gallipoli Park Precinct in Marysville, and the Regional Bulk Buy investigation to scope the possibility of joining in a project for locals to access sustainable technologies

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.2 Implement approaches from 'Naturally Cooler Towns Study' to plan future shade in towns.	Coordinator Environmental Programs	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We submitted a grant application to the Risk and Resilience Grant Program to allow this project to advance. The grant outcome has not been announced (January 2024). The planting of additional trees to increase future canopy cover has commenced.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.3 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	Coordinator Environmental Programs	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
An update was reported to Council in August 2023. A consultant has been approached to evaluate the project for carbon credits and prepare a submission to the Clean Energy Regulator.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.4 Upgrade mercury vapour and compact fluorescent streetlights to LED.	Coordinator Environmental Programs	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
Communication has commenced with Ausnet about the process for changeover. This project is investigation and preparation to update outdated Mercury Vapour lights to LED. To enable this an audit across the municipality has documented the street-lighting inventory to understand the extent of the changeover of the lights to LED. A budget submission has been made to Council for funds to complete the changeover in 2024/25							

Strategy: Protect our waterways and improve associated human health outcomes

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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4.1.4.1 Conduct a review of planning requirements and controls for the catchment area north of Eildon.	Principal Strategic Planner	In Progress	01/07/23	30/06/24	20.00	50.00	 NEEDS WORK
Progress Comment							
This project has been included as part of the Planning Scheme Review and has been earmarked as a priority for further strategic work. A further update will be provided once the Planning Scheme Review has been adopted by Council and the priorities for further strategic work confirmed. The review of all policy neutral changes is underway by the Department of Transport and Planning for a Policy Neutral Planning Scheme Amendment. This action may need to be considered by a future Planning Scheme Amendment due to needing consideration of separate pieces of legislation. Action to be determined.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.2 Develop scope and initial research for Alexandra and Upper Goulburn flood study in partnership with Goulburn Broken Catchment Management Authority.	Manager Sustainability & Assets	In Progress	01/07/23	30/06/24	75.00	50.00	 ON TRACK
Progress Comment							
We received Commonwealth funding for a mid-Goulburn (from Eildon Weir) study to be implemented during 2024. Alexandra flood study completed, report to Council will be completed in the next quarter.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.3 Seek funding to develop a Municipal Integrated Water Management Plan (IWMP).	Manager Sustainability & Assets	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We have sought funding for the development of a Municipal Integrated Water Management Plan through several avenues. This has not been successful to date.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.4 Deliver the Onsite Domestic Wastewater Education and Engagement Program.	Manager Development Services	In Progress	01/07/23	30/06/24	60.00	50.00	 ON TRACK

Progress Comment

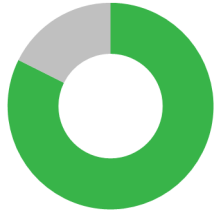
We have developed an educational package that includes an animation video and informative hard-copy materials, aimed at raising awareness and advocating for sustainable and healthy wastewater systems.

THEME: TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

ACTION STATUS

82.35% (14)

ON TRACK



5.88% (1)

MONITOR



11.76% (2)

NEEDS WORK

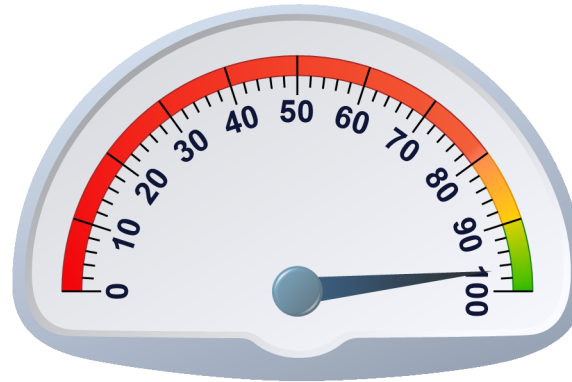


0.00% (0)

NO TARGET



ACTION PERFORMANCE



Actions reported on	17
At least 90% of action target achieved	14
Between 70% and 90% of action target achieved	1
Less than 70% of action target achieved	2
Actions with no target set	0


PERFORMANCE OVERVIEW

STRATEGIC OBJECTIVE 5.1 To ensure our services, people and systems deliver the best possible outcomes for our communities now and in the future		Actions On Track	KPI -
Strategy		Action Performance	KPI Performance
5.1.1 Put the customer first in everything we do		On Track	-
5.1.2 Ensure Council remains financially sustainable through sound management, forward planning, innovative service delivery and asset consolidation as appropriate		On Track	-
5.1.3 Evaluate and pursue new commercial opportunities		On Track	-
5.1.4 Provide a workplace that is flexible and inclusive to support the health and wellbeing of our employees		Off Track	-
5.1.5 Maintain transparent, inclusive and accountable governance practices		Off Track	-
5.1.6 Communicate effectively using multiple methods with our customers and communities about our work and services		On Track	-
5.1.7 Improve emergency readiness through active emergency management planning to enhance community preparedness and resilience		Monitor	-
5.1.8 Establish a team approach in partnership with our communities to represent our collective interest to the State and Federal Governments		On Track	-

ACTION SUMMARY


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

Strategy: Put the customer first in everything we do

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.1.1 Enhance our customer service systems and processes to improve our management of requests and feedback.	Customer Service Coordinator	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

We completed our Smart Forms project which is improving the overall customer experience by making it easier for our community members to interact with us, make online requests and provide information. The new Customer Service Policy was endorsed by Council in October, and progress has been made on reworking the Customer Charter. We continue to assist the project team working on the digital transformation collaborative project with our neighbouring councils to procure and implement new technology, including improved customer management systems. This new technology will be instrumental in progressing many improvements to our customer service.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.1.2 Upgrade Council's website in accordance with our Communications and Social Media Strategies.	Communications Coordinator	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

This quarter, the Communications Unit engaged consultants to develop a new site Information Architecture. An online community survey was developed and launched to gather community input on Council's website to inform the new site architecture. We also worked with our provider to schedule in a visual site refresh for Q3/Q4 and continued investigating and prioritising functionality improvements for the website.

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


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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5.1.2.1 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.	Manager Business Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment We continued Implementation of Council's ICT Strategy during the quarter, including actions to strengthen Council's cyber security. Cyber security training continues to be made available to staff and Councilors.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.2 Continue to work with our neighbouring councils (Mansfield, Strathbogie & Benalla) to implement the Rural Council's Transformation Program year one actions.	Manager Business Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment We continued to participate in the collaborative project with all four Councils agreeing to proceed with implementation of a SharePoint solution for Information Management, and a new IT system for Building, Planning and Regulatory Services. Early stages of planning for implementation of these solutions has commenced across the councils. The project partners have undertaken a procurement process for an enterprise wide solution. Final recommendation to be advised in February 2024.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.3 Undertake a Geospatial System (GIS) Capability Gap Analysis.	Manager Business Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment GIS Working Group has made recommendations for resource budget to support Council's GIS capability within Council.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.4 Finalise the Information Strategy and commence implementation, including the delivery of the Archiving Project.	Manager Business Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment


We have started the Implementation of SharePoint as an Information Management system.

The Archiving Project is aimed at reducing our hardcopy record and compliance with Record Management standards. Digitisation of planning files continues with the support of grant funding.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.5 Further develop Financial Plan to support effective Council decision making.	Manager Business Services	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK


Progress Comment

We will revise the Financial Plan as part of the 2023/24 Corporate Planning and Annual Budget process. Preliminary work required has been completed to date.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.6 Develop of a business model to support increased utilisation of the Marysville Community Centre and its relationship to other facilities in town.	Director People & Corporate Performance	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

We have assisted with the formation of a new Community Asset Committee to oversee the management of the Marysville Community Centre moving forward. We are working with this Committee to establish business plan for the future operations of the Centre and to encourage higher use of the Centre. This work is continuing into the next quarter.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.7 Complete the review of the Road Asset Management Plan.	manager Sustainability & Assets	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment


We commenced a review of the Road Asset Management Plan with consultation with the Community on the management of Council's roads completed, and the establishment of with the Community Roads Advisory Group (CRAG). The CRAG has met three times and the review is progressing on-schedule.

Strategy: Evaluate and pursue new commercial opportunities


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.3.1 Continue with the delivery of the Yea Saleyards 10-year Business Plan annual action items including: * Investigate options to address potential expansion.	Manager Operations & Maintenance	In Progress	01/07/23	30/06/24	82.00	50.00	 ON TRACK
Progress Comment							
Yea Saleyards Committee has investigated expansion of services at the site with the Gardening Expo being held during this quarter and the Detox Your home being run later in October. Discussions have also been held concerning the potential for the Container Deposit Scheme to be located at the site. Initial discussions post closure of Pakenham Sale yards with another selling agent have commenced and options being investigated on further usage of the saleyards.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.3.2 Undertake a feasibility study to attract investment in the Circular Economy industry in Murrindindi.	Manager Economic Development	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
We have included this as a Priority Area in the new Economic Development Strategy and will further be developed as the Strategy nears completion.							
The Forest Transition, Local Development Plan context analysis has identified opportunities around circular economy and will form part of the next phase for refinement and identify projects.							

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


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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<p>5.1.4.31 Implement the actions identified in the Workforce Management Strategy and Gender Equality Action Plan, including:</p> <ul style="list-style-type: none"> * 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 	<p>Manager Governance and Risk</p>	<p>In Progress</p>	<p>01/07/23</p>	<p>30/06/24</p>	<p>25.00</p>	<p>50.00</p>	
<p>Progress Comment</p> <p>We continued to focus on activities within the Gender Equity Plan and the Workforce Plan with incremental steps that support both initiatives. This included a review of the Position Descriptions for a number of entry level roles in the Parks and Gardens team with the lens of identifying career progression</p> <p>We released a streamlined recruitment resource document for managers and this will be further developed in coming months.</p> <p>In the next quarter, we will increase our focus on the Gender Equity Plan, in particular the development of the tools to support the impending of gender equity within everyday planning (policy development, community initiatives) along with preparation for the Gender Equity progress report due to the Commission in February 2024.</p>							

Strategy: Maintain transparent, inclusive and accountable governance practices


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
<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>Manager Governance and Risk</p>	<p>In Progress</p>	<p>01/07/23</p>	<p>30/06/24</p>	<p>30.00</p>	<p>50.00</p>	
<p>Progress Comment</p> <p>Progress on this action has been delayed due to the recent floods, causing resources to be reallocated to manage insurance claims and repairs of Council assets. Progress will continue over the coming months.</p>							

Strategy: Communicate effectively using multiple methods with our customers and communities about our work and services

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.6.1 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	Communications Coordinator	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK
Progress Comment							
The Communications Unit launched its opt-in campaign for its new e-newsletter, which included setting up a distribution list in our Electronic Direct Messaging software system. The campaign invites community members to opt-in to receive the latest Council news direct to their inbox each month. We also updated our Social Media Protocols to guide content creation and engagement with our followers on Facebook, providing further guidance around paid Facebook advertising to target Murrindindi Shire residents. A database of community noticeboards across the Shire was compiled, with instructions to follow for displaying Council news and material on available noticeboards.							

Strategy: Improve emergency readiness through active emergency management planning to enhance community preparedness and resilience

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.7.1 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	Coordinator Emergency Management & Business Continuity	In Progress	01/07/23	30/06/24	35.00	50.00	 MONITOR
Progress Comment							
We have progressed work on the development the Local Emergency Action Plan. We have been working with various communities and will be extending this program shortly. This project has been delayed due to recent emergency events, causing resources to be reallocated to respond to the emergency.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status


5.1.7.2 Implement the Municipal Flood Recovery Plan (October 2022).	Manager Flood Recovery	In Progress	01/07/23	30/06/24	50.00	50.00	 <small>ON TRACK</small>
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Progress Comment

The implementation of the Murrindindi Flood Recovery Plan has been supported through the oversight of the Murrindindi flood recovery committee. There has been significant progress in the pillars of people and community and agriculture with events, training and activities that bring people together for collective support. Partnership include, Yea and District Memorial Hospital, Alexandra Events, Murrindindi Foundation and many others who we are pleased to partner with in delivering positive outcomes.

The Murrindindi Flood Recovery Plan has been endorsed by the Committee and is noted by Council and available for community and stakeholder feedback. The three workshops scheduled to check in with the impacted areas, on the effectiveness of the plan was delayed as a result of two subsequent flood event's within the Shire. Council pivoted to supported the community in the subsequent flood events.

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

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.8.1 Maintain an advocacy register to ensure equitable state-wide distribution of Victorian and Federal Government funding.	Manager Customer Experience	In Progress	01/07/23	30/06/24	50.00	50.00	 ON TRACK

Progress Comment

During the quarter we advocated to State and Federal Government Minister on a range of topics of concern to Murrindindi communities including:

- The poor condition of State managed roads in the Shire, in particular the Melba Highway (State Minister for Roads)
- Impacts of flooding and the need to review flood mitigation protocols associated with water held and released from Lake Eildon (State Minister for Water and Minister for Emergencies)
- Need to improve river level monitoring and the provision of flood gauges on the Goulburn River and its tributaries (State Minister for Water)
- Impacts of the cessation of native timber harvesting on harvest and haulage contractors and need for improved support (State Minister for Agriculture)
- Need for greater communication to the community around State fire management planning with the cessation of forestry to address concerns around adequate preparedness and response capability (State Minister for Agriculture and Minister for Emergency Services)
- Raising awareness amongst State and Federal representatives and Ministers about the needs and opportunities for a tertiary education hub in Murrindindi Shire

We are continuing to work on improvements to our systems to better showcase our advocacy efforts to the community and stakeholders.