

MURRINDINDI SHIRE COUNCIL 2023-24 PRIORITY ACTION PLAN



Murrindindi
Shire Council



YEAR 3 ACTIONS

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Acknowledgement of Country and First Nations Peoples

Murrindindi Shire Council is proud to acknowledge the Taungurung and Wurundjeri Woi Wurrung people as the traditional owners 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.





Strategic Objective 1

RESILIENT COMMUNITIES

1.1 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.

RESILIENT COMMUNITIES

1.1 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. 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: <ul style="list-style-type: none">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: ↗ <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.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: <ul style="list-style-type: none">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: <ul style="list-style-type: none">Family Day Care.Immunisation and Key Ages and Stages assessments.Supported Playgroups and Parent Early Education Partnership (PEEP).Library Programs.

COUNCIL STRATEGY	PRIORITY ACTION
1.1.4 In collaboration with our community, support our children and young people to be happy, healthy and engaged.	2. Provide high quality Youth Service including: <ul style="list-style-type: none">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: <ul style="list-style-type: none">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: <ul style="list-style-type: none">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.	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">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.
	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 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.

Strategic Objective 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.

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.

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COUNCIL STRATEGY	PRIORITY ACTION
2.1.1 Connect our communities through improved roads, footpaths and public transport.	1. Improve unsealed road maintenance and service standards through: <ul style="list-style-type: none">• 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: <ul style="list-style-type: none">• 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: <ul style="list-style-type: none">• 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.

Strategic Objective 3

GROWTH AND OPPORTUNITY

3.1 To prioritise and promote a culture in which the economy, business 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.

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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.	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: <ul style="list-style-type: none">• 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).







Strategic Objective 4

OUR PROTECTED ENVIRONMENT

4.1 To protect and enhance our natural environment, supporting environmental sustainability, community resilience, innovation and adaption 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.

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COUNCIL STRATEGY	PRIORITY ACTION
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.
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. Survey the wider Alexandra community to determine a preference to changes to the Leckie Park and 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. <u>Implementation of Council’s Climate Change Action Plan initiatives for 2023/24.</u> 
	2. <u>Implement approaches from 'Naturally Cooler Towns Study' to plan future shade in towns.</u> 
	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.

Strategic Objective 5

TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

5.1 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.



TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

5.1 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.	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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Investigate options to address potential expansion. 2. Undertake a feasibility study to attract investment in the Circular Economy industry in Murrindindi.
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: ↗ <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.

COUNCIL STRATEGY	PRIORITY ACTION
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: ↗ <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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.

THANK YOU

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