

Council Plan 2021-2025

Priority Action Plan 2024/25

Quarterly Performance Report

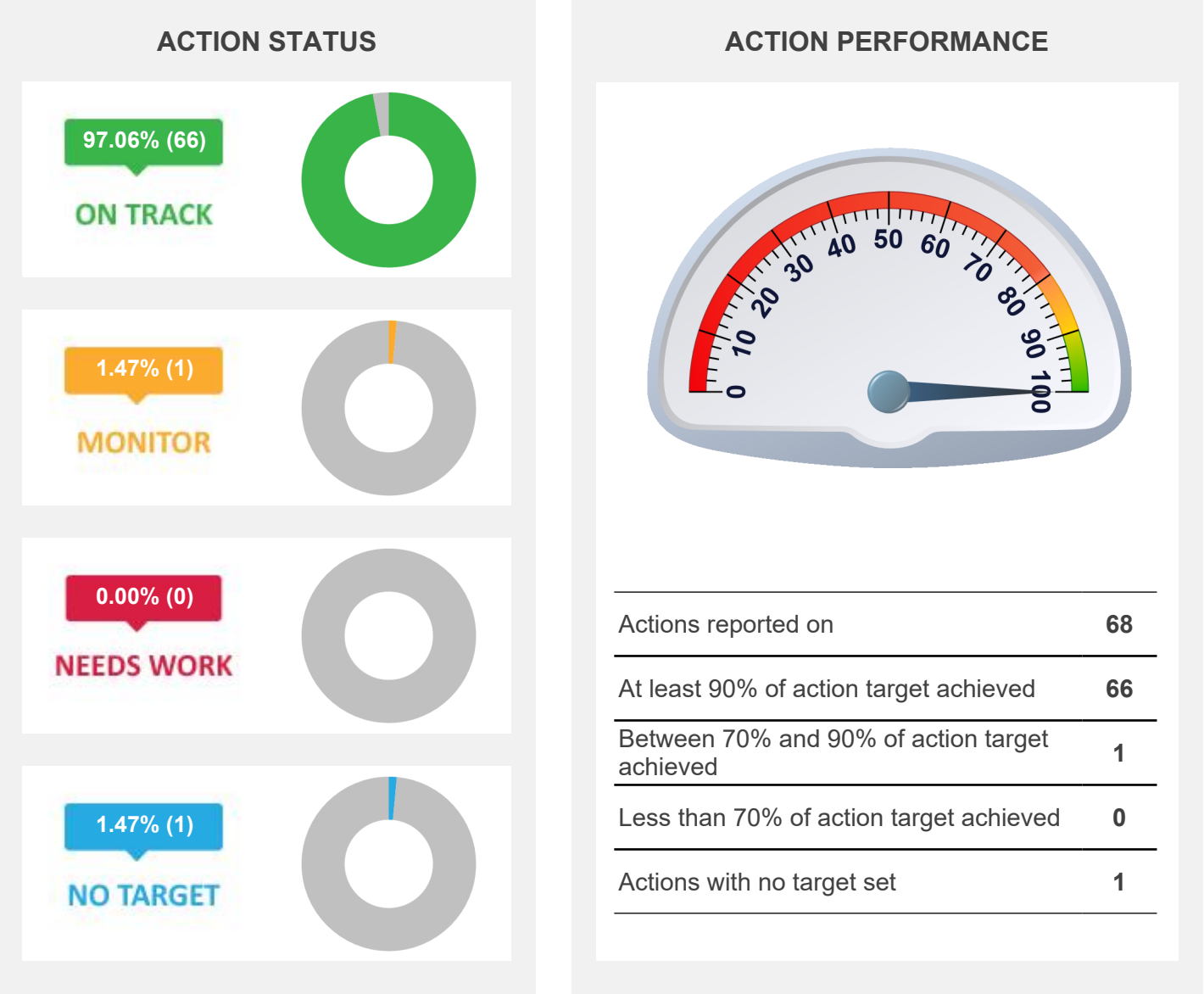
1 January 2025 to 31 March 2025

Print Date: 10-Apr-2025

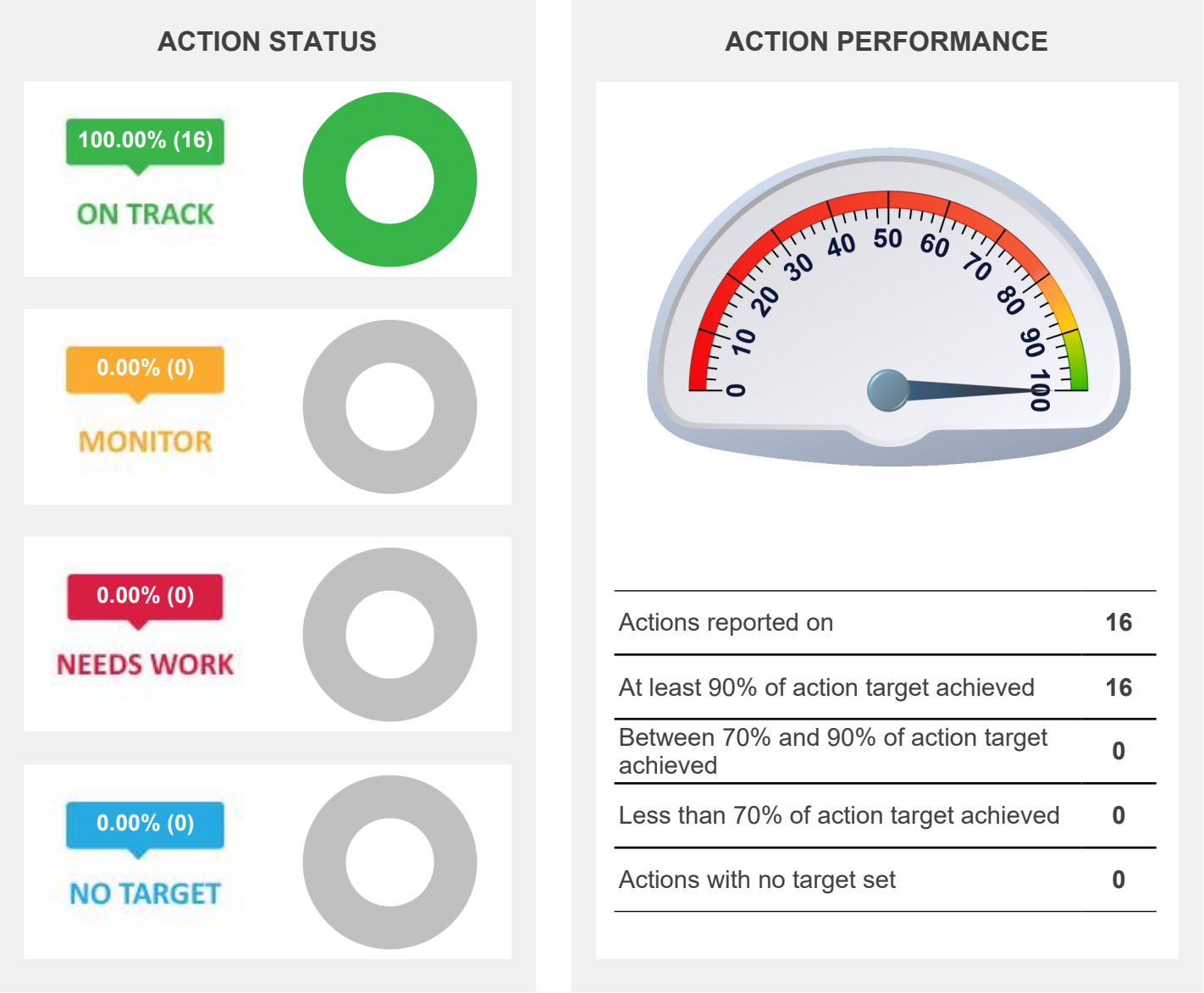
Date Range: 01/01/2025 - 31/03/2025










OVERVIEW SUMMARY



THEME: RESILIENT COMMUNITIES




PERFORMANCE OVERVIEW

STRATEGIC OBJECTIVE		Actions On Track	KPI -
1.1 To ensure we are welcoming, inclusive, caring and connected			
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 Annual Community Grants and Sponsorships.	Manager Community Wellbeing	In Progress	06/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment


We supported 15 successful applications under the Grants and Sponsorship program to a value of \$31,141. Year to date a total of 60 applications valued \$127,254 have been supported.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.1.2 Acknowledge the contribution of Murrindindi Shire volunteers and groups through annual community awards and National Volunteers Week.	Coordinator Community Engagement	In Progress	06/09/24	30/06/25	75.00	40.00	 ON TRACK

Progress Comment


We received 46 nominations for the community awards to be celebrated during National Volunteers Week between 19 to 25 May 2025.

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 implementation of the Stage 1 'Reflect' Reconciliation Action Plan for Council in consultation with Aboriginal and Torres Strait Islander people, stakeholders and organisations.	Youth & Community Development Officer	In Progress	06/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment

We continued building relationships with the Taungurung Land and Waters Council by co-hosting the Local Government forum in Murrindindi, supporting efficient collaboration and priority setting across Taungurung Country.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.2 Collaborate with partners to implement activities from the Municipal Public Health and Wellbeing Plan, including:	Manager Community Wellbeing	In Progress	06/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment

We collaborated with partners on health and wellbeing projects including with the Grow Well Dindi footpath stickers in Yea promoting physical activity, the Goulburn Valley Public Health Unit on the development of a regional food system framework, and Valley Sport on targeted interventions with sporting clubs who have identified needs.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.3 Undertake Community Planning with Kinglake, Kinglake Central, Kinglake West, Pheasant Creek, and support communities with existing plans to enable community-led activities.	Coordinator of Community Development - HSR - Community and Development	In Progress	06/09/24	30/06/25	75.00	60.00	 ON TRACK


Progress Comment

We supported the Kinglake Ranges Community Planning Working Group, to design an engagement program. We arranged a community planning dinner in Molesworth with 60 community members attending, where four priorities actions were identified.


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.4 Enhance public participation through objectives and principles contained within the Community Engagement Policy, including: * Online portal 'Dindi in the loop'; and * Active engagement to support harder to reach groups.	Coordinator Community Engagement	In Progress	06/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment



We published five projects on Council's engagement platform, which attracted over 6,000 website visits and 438 online contributions. In addition, the Council Plan 2025-29 consultations obtained feedback from 250 participants (at five separate feedback sessions), and feedback was gathered from 170 conversations at the six pop-up kiosks and 100 surveys responses.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.2.5 Deliver the key actions identified in the 2024/25 Library Strategy and Action Plan, including: * Explore opportunities to increase service delivery in Marysville and Eildon * Conduct a Library Service Community Engagement survey to raise awareness of library programs and services and to tailor these into the future * Conduct demographic and community research to better understand the needs of community and how that may translate to the Library Service.	Coordinator Library Services - HSR - People and Corporate performance	In Progress	06/09/24	30/06/25	65.00	65.00	 ON TRACK
Progress Comment We conducted site inspections across the municipality for our Mobile Library service to ensure they are fit for purpose, accessible and safe for community and for staff. This includes reviewing procedures during days of extreme weather as well as during an emergency situation or a natural disaster. We implemented some important changes in our Yea, Kinglake and Alexandra Library and Customer Service Centre's. These changes have been made with careful consideration of the needs of both our staff and our community members, which include the implementation of our Mutual Respect Guidelines as well as operating hours changes at Kinglake and Yea sites which reflect the usage of the community and support the safety of our staff.							

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: * Aged and Disability * Maternal and Child Health (MCH) * Early Education and Child Care * Murrindindi Health Network.	Manager Community Wellbeing	In Progress	06/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We continued advocacy for improved State and Regional community health outcomes for maternal and child health, community care, aged and disability, early years, family violence and mental health sectors.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

1.1.3.2 Implement the recommendations from the Key Worker Accommodation Strategy, including: • Support developers to establish key worker accommodation. • Identify opportunities for Council owned land to be used for key worker accommodation.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We obtained approval from the Minister for Planning for Amendment C77 to facilitate the planning permit process for the Eildon Key Worker Housing project. We conducted community engagement sessions on the design elements and site configuration for the project with over 70 participants, and we've commenced preparation for the Request for Tender.							

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	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We received 30 birth notices and 257 clients were actively engaged in the Maternal and Child Health service. There were 36 clients in the Enhanced Maternal and Child Health service with a total of 232 service hours delivered. 96 clients were Immunised and our Supported Playgroups provided 40 children with 18 sessions, and our Playgroups and Parent Early Education Partnership program ran 18 sessions for approximately 15 families each week.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.2 Provide high quality Youth Service, including: * Ensuring that the voices of young people are at the heart of our youth services * Providing diverse participation opportunities for young people * Developing life, leadership and career skills.	Coordinator of Community Development - HSR - Community and Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment

We engaged 185 young people across a range of activities, and after a reduction in external Engage! funding, our focus shifted to programs prioritising those at higher risk of disengagement.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.3 Maintain compliance with Child Safety across Council's services through objectives and principles contained within the Child Safety and Wellbeing Policy, and relevant State legislation, by implementing: * Internal Training * Review of recruitment policies and procedures * Delivering communication with community.	People & Culture Business Partner	In Progress	17/09/24	30/06/25	85.00	75.00	 ON TRACK

Progress Comment

We continued to update Council policies to include our commitment to Child Safe Standards. New staff commencing during the period were enrolled in compliance courses including "Child Safety Standards" and "Modern Slavery".



Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.4.4 Collaborate with State Government and Murrindindi Early Education Service providers to implement recommendations from the Early Childhood Education and Infrastructure Plan, including: * Workforce planning priorities for Murrindindi services * Infrastructure priorities for Yea and Alexandra.	Manager Community Wellbeing	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment

We supported Uniting, the newly appointed Kindergarten provider, with transition requirements for the Flowerdale Kindergarten and with commencement of the new kindergarten in Yea. We advocated to State Government for funding for an Early Learning Centre in Alexandra.

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

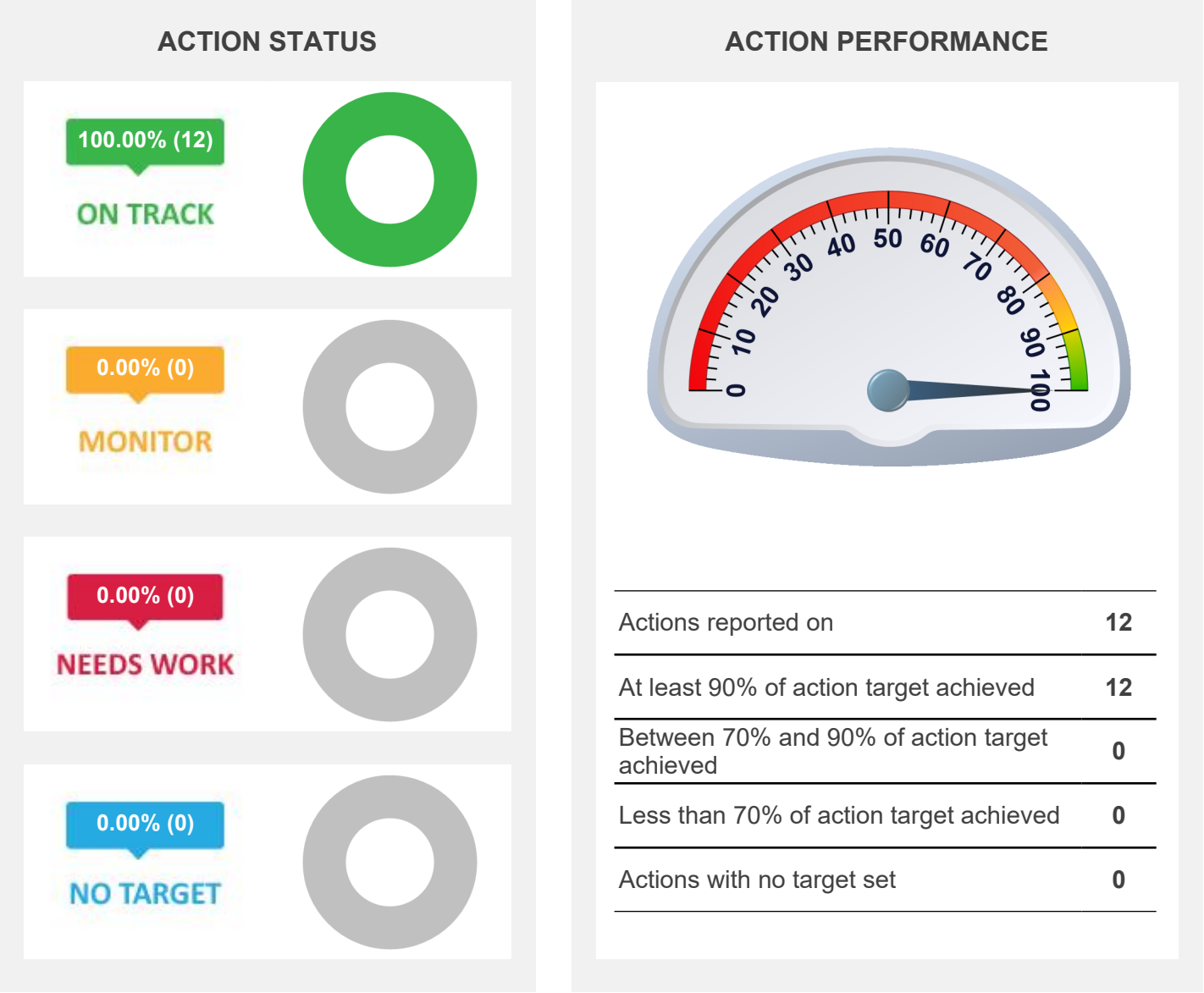
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
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1.1.5.1 Support older and vulnerable people to access government services and assist them to navigate those services to support their health and wellbeing, by: * Undertaking advocacy * Providing linkage through to service providers.	Access and Inclusion Officer	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We supported 31 people through the DindiLink program to access support services. 32% were assisted with Aged Care service, 19% with transport connection, 16% with disability services and 13 % with food and material aid support. We also supported Community members with Housing and Homelessness, Mental Health connection and family violence services.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
1.1.5.2 Support Access and Inclusion for our diverse communities including: LGBTQIA+, people with disability and positive aging by delivering an engagement program that brings people together and involves them to highlight the significance of: * Seniors Festival * International Day of Persons with Disabilities * Harmony Day * IDAHOBIT.	Coordinator Community Engagement	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We consulted with representatives from Speak Up Alexandra Self Advocacy Group who shared their experience of living with a disability. Council Officer's observed Harmony Day celebrations to support cultural awareness.							






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
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: * Kinglake Memorial Reserve Oval upgrade and Accessibility improvements * Yea Recreation Reserve Oval and Cricket net's upgrade * Strath Creek Playspace and Tennis courts review * Alexandra Leckie Park/UT Creek enhancements.	Manager Community Wellbeing	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We submitted two applications for funding through Sport and Recreation Victoria's Regional Community Sport Infrastructure Fund, including funding towards the redevelopment of the Kinglake Memorial Recreation Reserve oval playing surface, and the development of a sport and recreation plan to guide future priorities. We helped secure Federal Government funding for the Thornton-Eildon Football Club for the upgrade of oval lighting, electronic scoreboard and goal safety netting.							




THEME: BEAUTIFUL TOWNSHIPS AND RURAL SETTINGS



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 Implement the priorities from the School crossing review: * Crossing improvements at Alexandra and Kinglake. * Raised pedestrian crossing in Nhill Street Alexandra.	Coordinator Project Delivery	In Progress	17/09/24	30/06/25	75.00	70.00	 ON TRACK
Progress Comment We obtained a grant for the upgrade of the Kinglake School Crossing and the design is being finalised. We applied for a grant under the Black Spot Program to upgrade school crossings in Alexandra.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.1.2 Deliver on Road Safety Strategy Action Plan, including: * Motorcycle road safety enhancements * Local road speed changes * Road hierarchy changes (barriers, traffic calming devices).	Manager Sustainability & Assets	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We obtained a grant for eight road safety projects and two motorcycle safety improvement projects and progressed the design phase. We submitted the Road Safety Strategy to TAC for review. We've progressed the evaluation and design for eight safety improvement projects, involving speed zone reduction, signage and minor works. We engaged consultants to prepare concepts for two motorcycle safety improvement projects.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.1.3 Advocate to Department of Transport and Planning on Public Transport service and infrastructure Improvements	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment



We identified public transport as an important advocacy theme. We successfully advocated for the Department of Transport and Planning to improve safety on Gould Memorial Drive, Marysville, in preparation for the busy autumn tourist season. We assisted with communications for the planned repair works on the Melba Highway.

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 Continue the implementation of the Planning Scheme review into the Murrindindi Planning scheme, including: * Implement Policy Neutral changes and updates. * Seek funding for further strategic planning studies.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We continued to work with the Department of Transport and Planning on implementing the policy neutral changes and authorisation for limited exhibition of Amendment C73 by February 2025. We secured funding and project management support for the Yea Structure Plan through the Regional Planning Hub – Support for Flood-affected Councils Program. We lodged a request with the Department of Transport and Planning for Amendment C73 (implementing policy neutral changes to the Planning Scheme) awaiting Ministerial approval.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.2.2 Continue to facilitate appropriate development to deliver positive social, economic and environmental outcomes. * Engage with land owners to develop identified under utilised sites.	Senior Strategic Planner	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We are progressing the Alexandra East Development Plan. Our consultant has completed technical assessments and produced draft options. We are engaging the community and key stakeholders, including landowners, to get feedback on these before the draft plan is finalised. We obtained funding to develop a new Yea Structure Plan, and a land supply analysis has been undertaken, and community engagement commenced.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

2.1.2.3 Advocate for rain and river gauges across the catchment to inform emergency response and inform communities.	Manager Flood Recovery	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK
Progress Comment We monitored the progress of the installation of river gauges at Yea, Molesworth and Kerrisdale. Flood warning signs and flood rulers have been installed between Molesworth and Cathkin.							

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 Rebuild damaged assets from October 2022 Floods, January 2024 Floods: * Essential infrastructure such as roads, landslips, bridges and culverts * Nonessential infrastructure such as path, parks and walking tracks, Boardwalks etc.	Manager Flood Recovery	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We continue to work with Department of Transport and Planning on preparing, submitting and finalising claims, across the main three recent disaster events. Ongoing negotiations with the Department regarding Breakaway Bridge have been held.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.3.2 Progress Regional Study Hub for Yea.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We submitted a Yea Regional Study Hub funding application to the Federal Government. We've continued to monitor and seek new funding opportunities for a Regional University Study Hub to lift tertiary participation, tackle skills shortages, and keep our young people connected to opportunity. We have identified this as a priority advocacy item ahead of the 2025 Federal Election.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

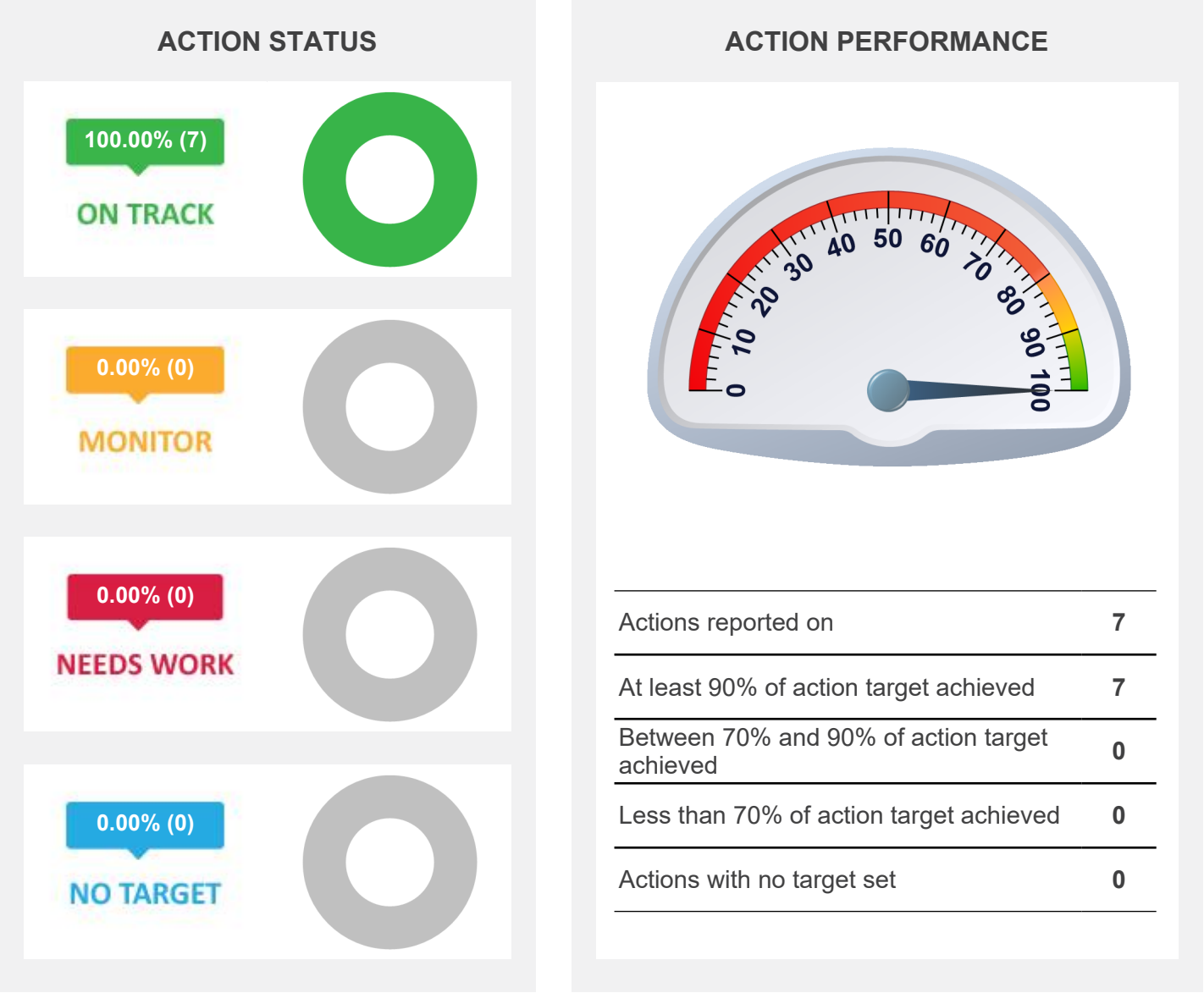
2.1.3.3 Complete stage one of the Eildon Reserves Redevelopment, including: * Splash park and playgrounds * Skate park * Visitor amenities.	Coordinator Project Delivery	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK
Progress Comment We progressed the Eildon Reserves Redevelopment with the new splash park, dry play area, skate park, flying fox, senior play areas, changing facilities, BBQ area and new visitor amenities completed, which was officially opened by the Hon. Jaclyn Symes, MP.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
2.1.3.4 Ensure the capital works program incorporates 'Access-for-All' principles and caters for the specific needs for older people. * Report on progress (Access Audits) * Movement and Place strategy for Alexandra.	Coordinator Project Delivery	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We are completing the Yea Pedestrian Ramp upgrade works, 98% of works has been completed.							

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 Deliver on the priorities identifies in the Domestic Animal Management Plan, including: * Implement Dog Park / Off leash areas * Cat curfew.	Manager Development Services	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We partnered with Coldstream Animal Aid and Yea Veterinary Clinic to provide five desexing days and 22 cats were desexed, which exceeds the Animal Welfare Victoria's milestone. We have also scheduled nine cats to receive microchips, vaccination, worming, and/or registration.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

2.1.4.2 Seek funding to implement actions of the Eildon Pondage Masterplan * Floating pontoon for improved accessibility * Walking paths and seating.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	<div><div></div><div>ON TRACK</div></div>
<div><div>Progress Comment</div><div>We continued to monitor for funding and partnership opportunities to progress the Pondage Masterplan. We've identified this as a priority advocacy item ahead of the 2025 Federal Election and we've commenced an advocacy plan for \$49 million to fund the Lake Eildon tourism activation, through infrastructure upgrades and precinct development that will drive long-term regional economic growth.</div></div>							

THEME: GROWTH AND OPPORTUNITY




PERFORMANCE OVERVIEW


STRATEGIC OBJECTIVE 3.1 To prioritise and promote a culture in which the economy, businesses and community can grow and thrive				Actions On Track	KPI -
Strategy			Action Performance		KPI Performance
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 Implement the actions of the Murrindindi Economic Development Strategy 2024 - 2029 * Agriculture and Food Production * Business Support * Sustainable Future * Prosperous Communities.	Manager Economic Development	In Progress	17/09/24	30/06/25	85.00	75.00	 ON TRACK
Progress Comment We supported 29 business proposals through the business concierge process, 14 were new business proposals and 3 were existing businesses looking to grow.							

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.1.2 Support public and private investment in Murrindindi shire.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We supported 29 business proposals through the business concierge process, 14 were new business proposals and 3 were existing businesses looking to grow.							

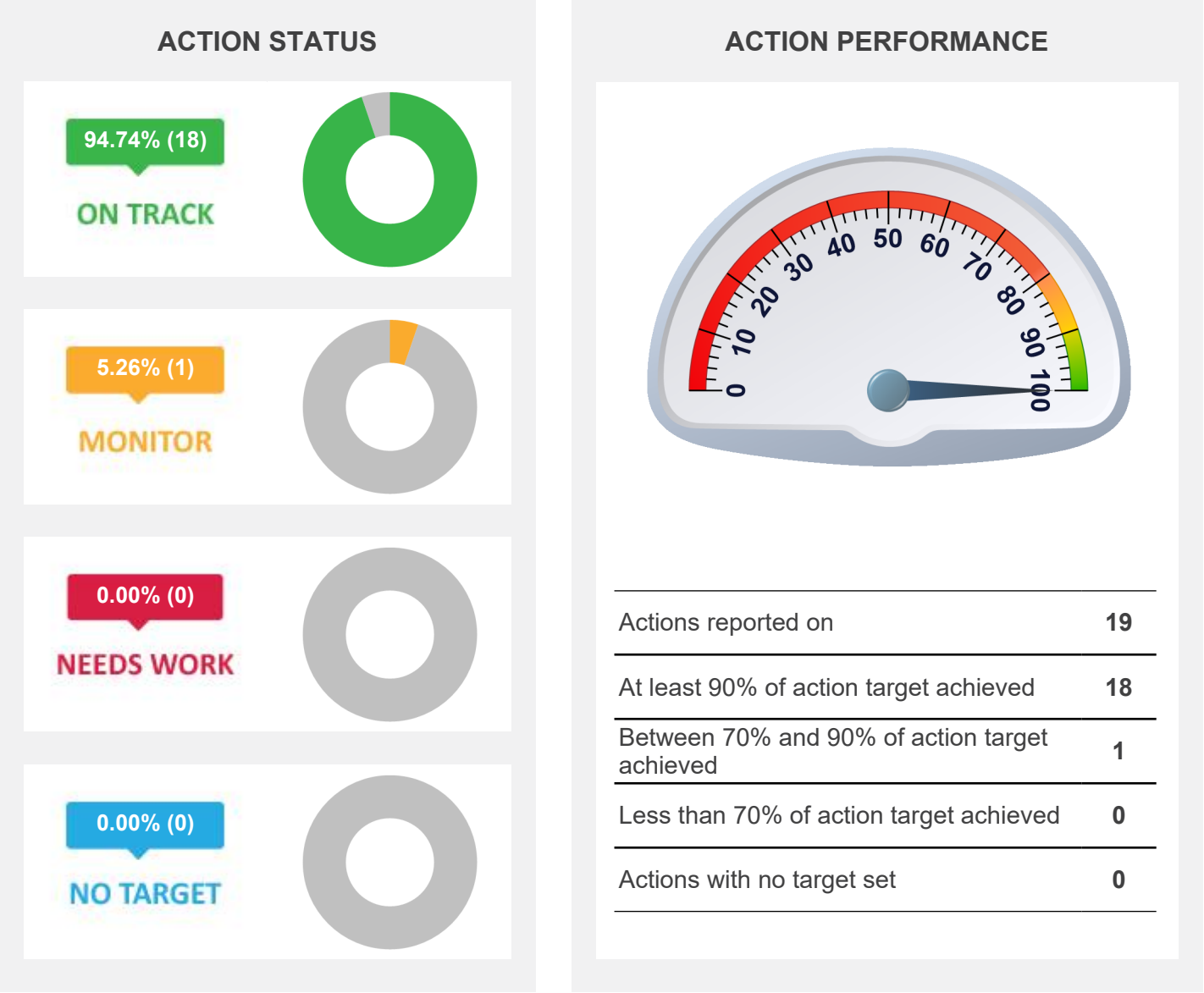
Strategy: Support and promote our tourism and events sector to boost the economy through increased visitation							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.2.1 Support the implementation of the High Country Destination Management Plan to drive visitation and visitor spend.	Coordinator Business Investment and Innovation	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We supported the identification of new cycling routes with Ride Marysville and Tourism North-East.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.2.2 Implement the actions of the Murrindindi Economic Development Strategy 2024 - 2029 * Visitor Economy * Discover Dindi * Support Visitor Services * Great Victorian Rail Trail	Coordinator Business Investment and Innovation	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment							

We commenced the RV Friendly 12-month trial in Marysville. We collaborated with Elise's Travel Diary to support a social media campaign for Discover Dindi over the summer holiday season. We supported major events including the Alexandra Pro Rodeo, Dindi Daze, Cycle Dindi and the Melbourne Food and Wine Festival Long Lunch at Shrublands Estate. We supported Taungurung Land and Waters Council with the development of the wawa dharrang experience at the Yea Wetlands and Great Victorian Rail Trail.






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 Finalise the development of the Local Development Strategy through the Entrepreneurial Working Groups.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We submitted an expression of interest for the Murrindindi Farm Forestry Futures and Beyond the Black Spur projects through the Victorian Government's Community Development Fund - Round 2.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.3.2 Advocate for the future use and management of State Forests to deliver social, economic and environmental outcomes for the Shire.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We continued to advocate for the Ride Marysville project's development and extension of tracks and cycling trails within our State Forests to connect Lake Mountain, Marysville, Buxton and Eildon.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
3.1.3.3 Explore opportunities to partner with Taungurung Land and Water Council * Yea Wetland improvements and extension * Explore implementation of Wawa Biik tours in the Shire including; Cathedral Ranges and Yea Wetlands.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We supported the Taungurung Land and Waters Council with the development and promotion of the wawa dharrang experience at the Yea Wetlands and Great Victorian Rail Trail.							

THEME: OUR PROTECTED ENVIRONMENT




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 Finalise the model for a four-bin kerbside waste service	Coordinator Waste Management	In Progress	17/09/24	30/06/25	95.00	75.00	 ON TRACK


Progress Comment

We developed the four-bin kerbside service model and the new collection contractor has taken delivery of the new bins and is preparing to commence the rollout.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.2 Implement new waste education program in parallel with new kerbside services transition project.	Coordinator Waste Management	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment



We commenced the four-bin service campaign, including printing hard-copy brochures, communications to households, and the development of online education material.


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.3 Establish recycling services for public litter bins.	Coordinator Waste Management	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment



We engaged a new contractor to collect public recycling bins and general waste bins.





Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.1.4 Cap Alexandra landfill to reduce carbon footprint - Stage 1.	Coordinator Waste Management	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We've progressed the construction design and draft refer for tender to undertake the first stage of the preparatory works.							

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.	Acting Coordinator Environmental Programs	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We've continued weed management works and signs identifying significant conservation sites have been installed.							
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 sites.	Acting Coordinator Environmental Programs	In Progress	01/10/24	30/06/25	75.00	65.00	 ON TRACK
Progress Comment We completed removal of woody weeds works along the reserve adjacent to Boundary Creek Yea. The project was a collaboration with the County Fire Authority to reduce fuel in the area.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status


4.1.2.3 Deliver the actions of the roadside pest animal and weed management plan to mitigate the fire risk of invasive species and strengthen ecosystem resilience.	Acting Coordinator Environmental Programs	In Progress	17/09/24	30/06/25	85.00	80.00	 ON TRACK
Progress Comment We are close to completing the 2024-2025 roadside weed program. We have installed signs identifying significant roadside conversation areas, and bollards have been installed along Kings Road Kinglake to prevent vehicle transgressions.							

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 Implement Council's Climate Change Action Plan initiatives for 2024/25	Acting Coordinator Environmental Programs	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We purchased zero carbon electricity and we've been promoting the Goulburn Murray Solar Savers (bulk buy) project with pop-up sessions across the Shire. We received a grant for the Marysville Community Centre expansion of solar panels and battery installation.							
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. (grant dependent)	Acting Coordinator Environmental Programs	In Progress	17/09/24	30/06/25	70.00	75.00	 ON TRACK
Progress Comment We commenced the Naturally Cooler Murrindindi project to increase street tree shade. We engaged contractors to prepare an audit of township street trees, and to commence the strategy project, starting with data collection and research.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status

4.1.3.3 Deliver preparatory site works at Council site at Flat Lead Rd for carbon offsets, other regenerative and environmental opportunities (including plant orders).	Acting Coordinator Environmental Programs	In Progress	17/09/24	30/06/25	50.00	60.00	 MONITOR
Progress Comment We engaged the Carbon Farming Foundation to prepare the carbon offset project to be approved by the federal Clean Energy Regulator (CER). A delay occurred due to the CER review of its requirements. A recent change in the CER regulations allowed the process to resume and also simplified the application process, however, commencement was delayed.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.4 Depending on the outcomes of the 2023/24 feasibility study, apply for funding to assist Yea and Marysville townships to install a neighbourhood battery.	Acting Coordinator Environmental Programs	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK
Progress Comment We, in partnership with the Central Victorian Greenhouse Alliance and the Goulburn Murray Greenhouse Alliance, received a regional grant to fund the expansion of solar panels on the Marysville Community Centre and battery installation. A Yea township feasibility study was completed.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.5 Implement the outcomes of the 2023/24 streetlight audit, to upgrade mercury vapour streetlights to LED	Acting Coordinator Environmental Programs	In Progress	01/10/24	30/06/25	50.00	50.00	 ON TRACK
Progress Comment Council applied for a grant to implement the outcomes of the 2023/24 streetlight audit in March 2024, however, in March 2025 we were informed the grant was unsuccessful. The project will now proceed within the allocated budget, and we are preparing to obtain quotations.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.6 Commence the renewables technology bulk buy program (Year 1 of 4 year program).	Acting Coordinator Environmental Programs	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK
Progress Comment							


We partnered with six neighbouring councils in the Goulburn Murray Solar Savers Program, which will provide Murrindindi residents and businesses with the opportunity to bulk-buy solar panels, and efficient hot water, and new inverters.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.3.7 Apply for grants to install additional fast chargers on routes in key tourist travel locations	Coordinator Business Investment and Innovation	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment							
No grant opportunities available to date. We will continue to explore opportunities as they arise.							

Strategy: Protect our waterways and improve associated human health outcomes


Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.1 Deliver on the priorities identified in the Domestic Wastewater Management Plan.	Environmental Health Coordinator	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment							
We are in the final stage of the plan, and we have development and printed postcards of different septic tank maintenance topics, to be distributed in new resident's kits and with septic tank permits.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.2 Deliver the Mid Goulburn Flood Study in partnership with Goulburn Broken Catchment Management Authority.	Manager Sustainability & Assets	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment							

We partnered with Goulburn Broken Catchment Management Authority and commenced a refer for tender process to engage a contractor to deliver the Mid-Goulburn Flood Study. Extra funding has been approved to expand the scope of the project to the entire Mid-Goulburn catchment and increase flood intelligence.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.3 Seek funding to develop a Municipal Integrated Stormwater Management Plan (IWMP).	Manager Sustainability & Assets	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK


Progress Comment

We're continuing to develop a municipal Integrated Water Strategy, which will be the foundation for future grant applications.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.4 Implement the flood study, drainage and design for Thornton.	Manager Sustainability & Assets	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment

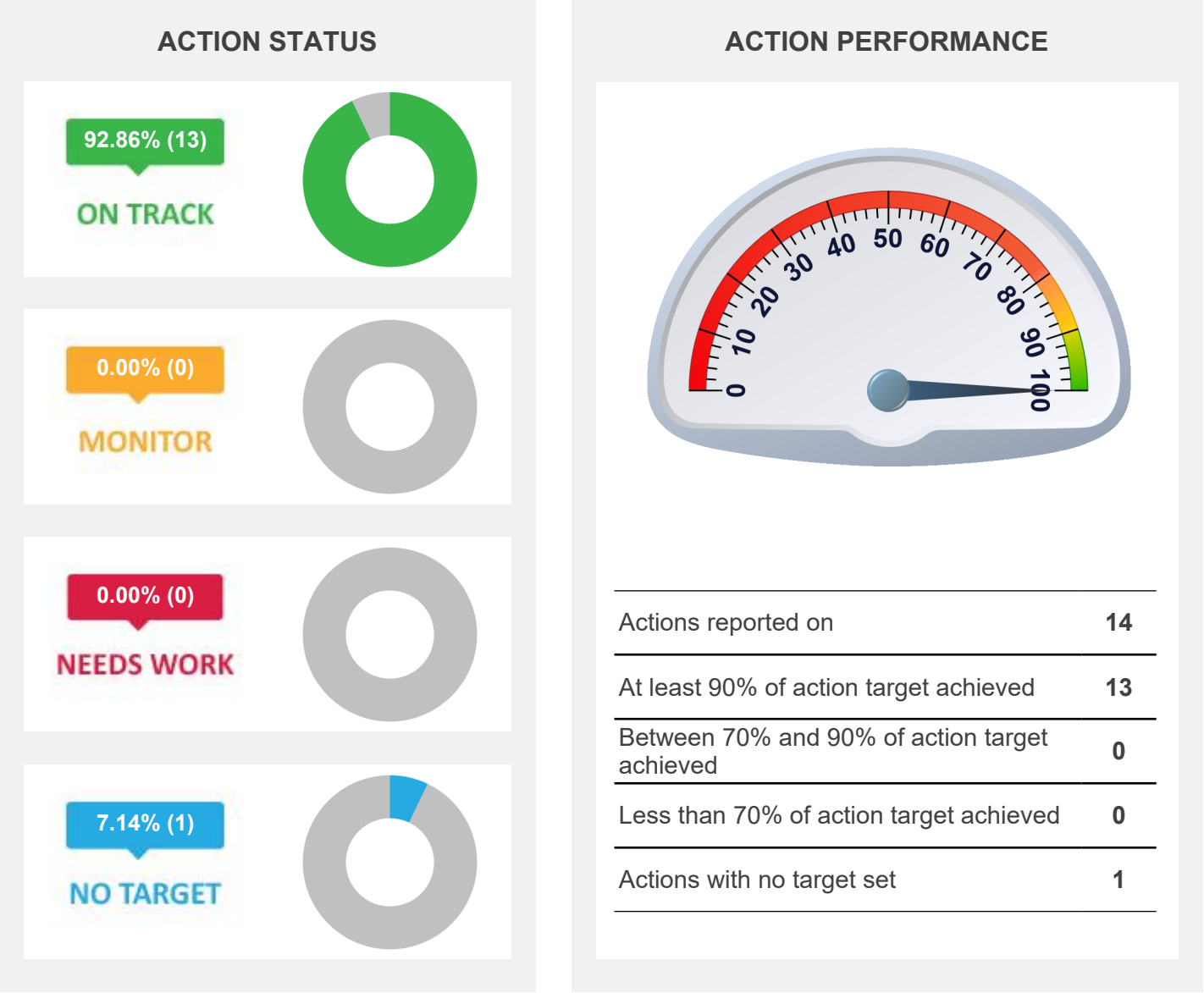
We continue to monitor for funding opportunities.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
4.1.4.5 Advocate for the Yea flood study to be updated.	Manager Flood Recovery	Completed	16/01/25	30/06/25	100.00	50.00	 ON TRACK










Progress Comment

We were successful in advocacy for funding for the Yea flood study and we've developed communications plan for the three flood studies commenced this quarter.

THEME: TRANSPARENCY, INCLUSION AND ACCOUNTABILITY




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		On Track -
5.1.5 Maintain transparent, inclusive and accountable governance practices		On 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		On Track -
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 customer applications, requests and feedback.	Customer Service Coordinator	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment


We're in the implementation phase of a new customer request management system, which will include a Customer Portal to improve customer's experience and streamline request management.


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
5.1.2.1 Upgrade the organisation's Information, Communications and Technology (ICT) capability and systems.	Coordinator IT	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK

Progress Comment



We completed switch replacement and Wi-Fi access points at all Council staff sites. All highspeed connections have been completed, and we upgraded old mobile phones.


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 CODI Project (Rural Council's Transformation Program).	Digital Futures	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK

Progress Comment We continue to collaborate with all four Councils to implement new IT systems for finance, property, rates, customer, payroll, records management, planning, building and regulatory. We are in the implementation phase for the upgrade to Altitude for finance, property, rates, customer and payroll. The initial planning stage for the procurement of a Health & Wastewater system across the 4 councils has commenced, which is supported by the BAF Business Acceleration Fund.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.2.3 Enhance Council's Geospatial System (GIS) capability to improve efficiency and accuracy in analysis and interpretation of Council data.	Digital Futures	Not Started	17/09/24	30/06/25	0.00	0.00	 No TARGET
Progress Comment This action has been put on hold as it did not receive a budget allocation for the 2024/25 financial year.							



Strategy: Evaluate and pursue new commercial opportunities							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.3.1 Explore commercial opportunities through the Key Worker Accommodation Strategy including leasing or partnering with developers.	Manager Economic Development	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We conducted community engagement sessions on the design elements and site configuration for key worker housing in Eildon, with over 70 participants. We commenced preparation for the Request for Tender process.							

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


5.1.4.1 Continue to Implement the actions identified in the Workforce Management Strategy and Gender quality Action Plan, including: * Implement Culture Awareness training as part of the staff induction program * Developing an ideas framework for continuous improvement initiatives * Implement an annual awareness calendar for the promotion of services supporting staff wellbeing.	People & Culture Business Partner	In Progress	17/09/24	30/06/25	80.00	75.00	 ON TRACK
Progress Comment We reviewed and updated key People and Culture policies and new staff completed the mandatory training on Gender Equity, Workplace Bullying & Harassment, Charter of Human Rights and Responsibilities and Equal Employment Opportunity. We're implementing a new onboarding and Learning Management System containing over 300 courses for self-enrolment, including Cultural Diversity training. ,							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.4.2 Continue implementation of Council's Employee Wellbeing Strategy and Action Plan Year-2, Including: * Mental Health support * Annual skin checks * Social programs to bring people together.	People & Culture Business Partner	Completed	17/09/24	30/06/25	100.00	75.00	 ON TRACK
Progress Comment We distributed skin protection products to our outdoor crew, skins checks were offered to all employees, and Cancer Council conducted an information and screening session.							

Strategy: Maintain transparent, inclusive and accountable governance practices							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.5.1 Work with the Victorian Electoral Commission (VEC) to promote and facilitate Council elections.	Manager Governance and Risk	Completed	17/09/24	30/06/25	100.00	0.00	 ON TRACK
Progress Comment							


As reported last quarter, this action is complete. The Murrindindi Shire Local Government Election was successfully conducted with at least two candidates nominating for election in each ward. The new Councillors were officially sworn in on 13 November 2024 and the new Mayor and Deputy Mayor elected on 20 November 2024. Council supported the Victorian Electoral Commission by providing access to the Yea Chambers to use as the electoral office. Council also shared information about the election through the website, socials and other channels.

Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.5.2 Prepare and implement an induction program for the newly elected Council.	Manager Governance and Risk	Completed	17/09/24	30/06/25	100.00	0.00	 ON TRACK
Progress Comment As reported last quarter, this action is complete. The Councillor induction program was completed ahead of the State Government deadline. The comprehensive induction program covered local government decision making, roles and responsibilities, integrity, integrated financial and strategic planning and community engagement.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.5.3 Commence development of a new Council Plan 2025-2029.	Manager Governance and Risk	In Progress	17/09/24	30/06/25	60.00	60.00	 ON TRACK
Progress Comment We progressed the development of the new Council Plan 2025-2029 with community engagement through the Big Conversation in February and March 2025. This engagement involved five community workshops, pop-up kiosks, targeted sessions, and a survey with 150 responses. The feedback from all these engagements is now being used to develop a draft Council Plan.							

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 optimise Council's communications tools to further improve communication and engagement with our community.	Communications Coordinator	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment We are developing a new live chat tool for our website to enhance the user experience and help our community find the information they need quickly and efficiently. We sent out two editions of our e-newsletter to our subscriber base, which has grown to over 500. We also completed a photography and videography project, building our asset library and enabling in-house video production. We also planned for an upcoming educational video project focused on road management and maintenance and our Brand Guide refresh project.							

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 in collaboration with neighbouring councils	Manager Governance and Risk	In Progress	17/09/24	30/06/25	90.00	10.00	 ON TRACK
Progress Comment We progressed the LEAPing into Resilience Project, creating Local Emergency Action Plans (LEAPs) to better handle natural disasters and the communities of Flowerdale, Glenburn, Marysville & Triangle, Toolangi & Castella, and Yea & District participated.							
Action	Responsibility	Action Status	Start Date	End Date	% Complete	Target	Status
5.1.7.2 Facilitate the Flood Recovery Committee to rebuild and recover. Respond to infrastructure damage.	Manager Flood Recovery	In Progress	17/09/24	30/06/25	75.00	75.00	 ON TRACK
Progress Comment							

We continue to work on the winding-down of the Murrindindi Flood Recovery Plan and allocating incomplete work o relevant organisations.

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 Deliver annual Advocacy Strategy and report back to the community on the outcomes of our advocacy efforts.	Manager Customer Experience	In Progress	17/09/24	30/06/25	75.00	75.00	<div> ON TRACK</div>

Progress Comment

We met with state and federal ministers and key agency leaders to raise concerns about water security, housing support, outdoor recreation planning, mobile coverage, and emergency preparedness. We also advocated for a government-operated early learning centre in Alexandra, responded to the discontinuation of Red Cross patient transport services, and voiced local frustrations over the Melba Highway closure and poor telecommunications access at the Yea Saleyards.