

Council Plan 2021-2025

Priority Action Plan 2024/25

Quarterly Performance Report

October to December 2024

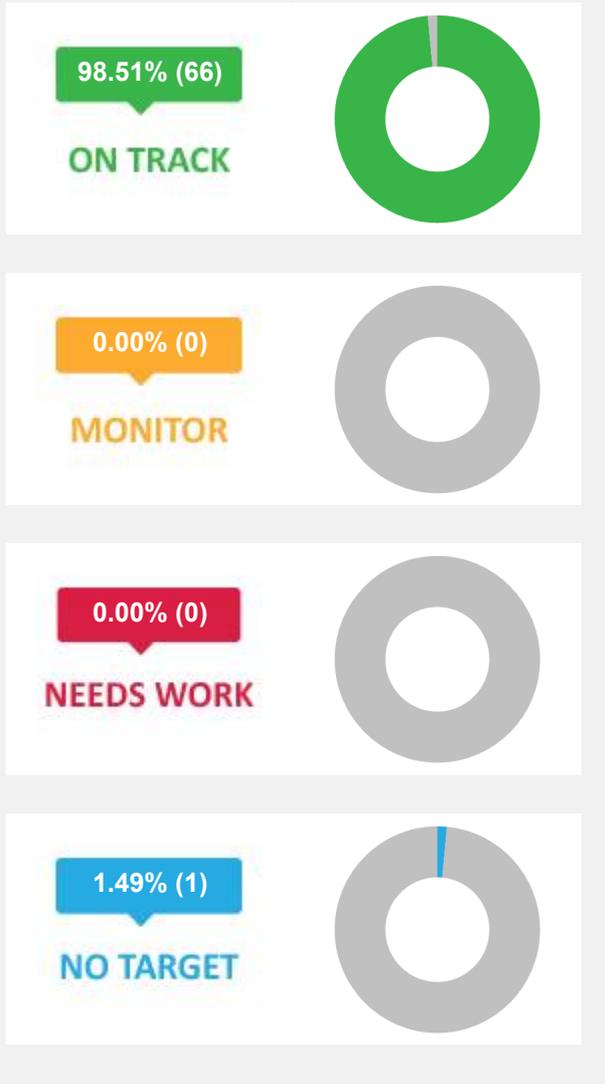
Print Date: 19-Feb-2025

Date Range: 01/10/2024 - 31/12/2024



OVERVIEW SUMMARY

ACTION STATUS



ACTION PERFORMANCE



THEME: RESILIENT COMMUNITIES

ACTION STATUS

100.00% (16)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

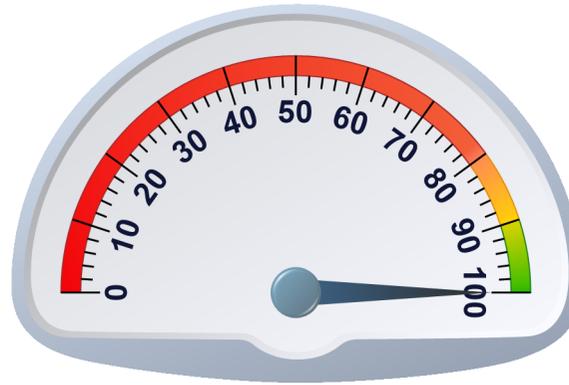


0.00% (0)

NO TARGET



ACTION PERFORMANCE



| | |
|---|----|
| Actions reported on | 16 |
| At least 90% of action target achieved | 16 |
| 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 Annual Community Grants and Sponsorships. | Manager Community Wellbeing | In Progress | 06/09/24 | 30/06/25 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We supported 18 successful applications under the Grants and Sponsorship program to a value of \$44,439. Year to date a total of 45 applications valued \$96,113 have been supported.

| Action | Responsibility | Action Status | Start Date | End Date | % Complete | Target | Status |
|---|-------------------------------------|---------------|------------|----------|------------|--------|---|
| 1.1.1.2 We progressed project planning for National Volunteers Week (19 to 25 May 2025) and reviewed the Community Awards nomination process. | Coordinator Community Engagement | In Progress | 06/09/24 | 30/06/25 | 50.00 | 20.00 |  ON TRACK |

Progress Comment

We progressed project planning for National Volunteers Week (19 to 25 May 2025) and reviewed the Community Awards nomination process.

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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We continued building relationships with Taungurung Land and Waters Council (TLaWC) through regular partnership meetings, place-naming consultations, Eildon Reserves Redevelopment artwork installations, and Land Use Activity Agreement (LUAA) discussions.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We progressed delivery of the final year of the Health and Wellbeing Plan along with planning for the development of the 2025-2029 Public Health and Wellbeing Plan. We innovated and developed 'Free From Violence Activity Cards', which we are now selling to other Council's with all profits feeding back into our Free From Violence Local Government Program (FFVLGP), increasing reach and public value. We also involved key Council staff in the FFVLGP community workshops, to up-skill customer facing staff to recognise the signs of family violence and partnered with the Goulbourn Valley Community Legal Centre to deliver the in-person 'Latte with a Lawyer' initiative

| 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 | 50.00 | 30.00 |  ON TRACK |

Progress Comment

We sought expressions of interest from the Kinglake Ranges community and established a new Community Working Group with six members, which we are continuing to grow.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We published three projects on 'Dindi in the Loop', which attracted over 5,000 website visits and 140 online contributions. The Community Engagement team designed an online Engagement Staff Hub to assist Council officers planning, preparing and implementing engagement projects and events.

| 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 | 35.00 | 25.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We commenced developing a survey to invite community feedback, opinions and concerns about to the mobile library service so we can continue to improve the services quality and reach. | | | | | | | |

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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued advocacy for improved State and Regional community health outcomes for the maternal and child health, community care, aged and disability, early years, family violence and mental health sectors, using our sector networks. | | | | | | | |
| Action | Responsibility | Action Status | Start Date | End Date | % Complete | Target | Status |

| | | | | | | | |
|--|------------------------------------|-------------|----------|----------|-------|-------|--|
| 1.1.3.2 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 Economic Development | In Progress | 17/09/24 | 30/06/25 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We received funding from the State Regional Worker Accommodation Fund and endorsed the Eildon Key Worker Housing project and budget. We commenced lease negotiations with third-party vendors and commenced procurement for design and construction. | | | | | | | |

| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| Our Maternal & Child Health Service received 29 birth notices, provided 242 clients with Maternal & Child Health Services, and 42 clients with Enhanced Maternal & Child Health service, totalling 324 service delivery hours. We delivered 101 immunisations, 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We engaged a total of 661 young people across a range of activities, events and programs. The 2024 Youth Voice Survey received a total of 41 responses across 16 Shire localities to inform future program design and delivery. We received a modest allocation of State Government funding under the Engage! and FReeZA programs.

| 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 | 75.00 | 50.00 |  ON TRACK |

Progress Comment

We updated a large number of Council policies to include our commitment to Child Safe Standards and to embedding them into our culture and operations. 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We responded to the challenge of low educator numbers by bringing forward the Kindergarten and Childcare Strategy's Family Day Care transition to other providers in December 2024. We, in partnership with the Department of Education, supported the Flowerdale community to appoint Uniting as the kindergarten early years provider.

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 |
|--|-------------------------------------|---------------|------------|----------|------------|--------|---|
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We supported 28 people through the DindiLink program to access support services. Almost half were assisted with Aged Care service connection and the remainder spread across disability services, housing and homelessness, mental health and food & material aid supports. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We hosted four free community lunches for seniors across the Shire as part of the October Victorian Seniors Festival. The events brought together over 300 seniors, offering them a chance to connect, catch up and enjoy time with neighbours and fellow residents. Local resident Sue Hendy volunteered and gave an engaging speech, encouraging seniors to stay curious and connected and to challenge age-related stereotypes. We facilitated an International Day of People with Disability initiative with representatives from the Speak Up Alexandra Self Advocacy Group who shared their experience of living with disability in Alexandra. | | | | | | | |

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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued to advocate for funding to improve the Kinglake Memorial Reserve playing surface and had further discussions with Sport and Recreation Victoria about our plan to submit an application through round 2 of the Regional Community Sport Infrastructure Fund by 17 March 2025. | | | | | | | |

THEME: BEAUTIFUL TOWNSHIPS AND RURAL SETTINGS

ACTION STATUS

100.00% (12)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

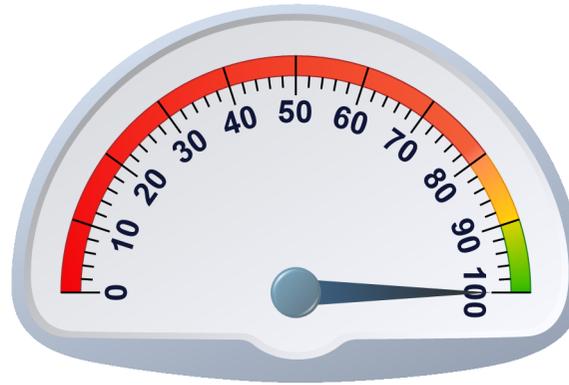


0.00% (0)

NO TARGET



ACTION PERFORMANCE



| | |
|---------------------|----|
| Actions reported on | 12 |
|---------------------|----|

| | |
|--|----|
| At least 90% of action target achieved | 12 |
|--|----|

| | |
|---|---|
| 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 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 | 30.00 | 30.00 |  ON TRACK |
| Progress Comment We obtained a grant for the upgrade of the Kinglake School Crossing and commenced the design phase. 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment We obtained a grant for eight road safety projects and two motorcycle safety improvement projects and progressed the design phase. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |

We identified Public transport is as an advocacy platform.

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 | 50.00 | 50.00 |  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. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We commenced work on the Alexandra East Development Plan and engaged a Lead Planning Consultant to gather and analyse data. We undertook preliminary work to engage technical assessments, a bushfire risk assessment, a biodiversity assessment and servicing strategy consultancy services. | | | | | | | |
| 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 | In Progress | 17/09/24 | 30/06/25 | 75.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |

We installed the Goulburn River flood gauge at Molesworth, made the Yea Goulburn Murray Water gauge operational, and progressed the installation and calibration of the King Parrot Creek gauge. We continued to monitor the installation of flood gauge and height markers on the Goulburn Valley Highway between Cathkin and Molesworth and contacted the responsible Minister and Regional Roads Victoria for a progress update. We advocated for more flood gauges in the Shire, in a challenging funding environment.

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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We progressed and monitored activity on three ongoing essential and non-essential disaster recovery funding arrangement packages obtained from the Federal Government delivered in consultation with the State Government. We progressed 2022 and 2024 flood damage restoration advocacy for Snobs Creek Road landslip (estimated cost \$1.9 million) and Breakaway Bridge, Acheron, (estimated cost of \$8.5million). Works on Thornton Recreation Reserve were completed, and Taggerty and Buxton restoration works are nearing completion. We continue to progress the Yea Wetlands restoration and works commenced on the Boundary Creek Reserve and the Great Victorian Rail Trail restorations. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We submitted a Yea Regional Study Hub funding application to the Federal Government. | | | | | | | |
| 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 | In Progress | 17/09/24 | 30/06/25 | 70.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We progressed the Eildon Reserves Redevelopment with the skate park, flying fox, senior play areas, changing facilities, BBQ area and new visitor amenities completed. The delivery of the Eildon Splash Park was delayed until early January due to equipment delivery challenges. | | | | | | | |
| 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 | 60.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We progressed projects funding through the State Government's Movement & Place program. Alexandra central improvements are complete and the program roll-out identified additional upgrades, which have been referred to the footpath renewal program in 2024/25. The works on Main Street Eildon pedestrian crossing and disabled car park are complete, and the pram ramp on the corner of Utah Place and Main Street is complete. The pedestrian crossing at the corner of Downey and Baily Street, Alexandra has also been upgraded. We commenced planning the Yea Pedestrian Ramp upgrade program of works. | | | | | | | |

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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We commenced the Purrfect Care Program (cat desexing and care program) for eligible community residents who care for cats, which is designed to reduce the environmental impact of feral and roaming cats. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
|---|------------------------------------|-------------|----------|----------|-------|-------|--|

Progress Comment

We continued to monitor for funding and partnership opportunities to progress the Pondage Masterplan.

THEME: GROWTH AND OPPORTUNITY

ACTION STATUS

100.00% (7)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

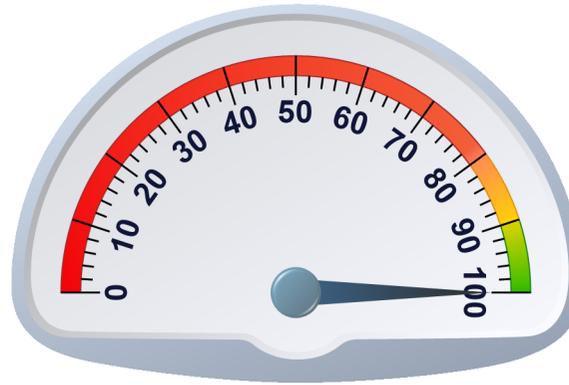


0.00% (0)

NO TARGET



ACTION PERFORMANCE



Actions reported on 7

At least 90% of action target achieved 7

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 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued implementation of the Economic Development Strategy and delivered the following activities: | | | | | | | |
| <ul style="list-style-type: none"> • Promoted cycling events including Great Victoria Bike Ride and Giro Della Donna • Media campaigns in partnership with the Tourism Northeast and High Country • Supported the Shaping Murrindindi's Future Innovation Working Group focused on Tourism and Visitor Economy • Supported the Harvest Festival with Murrindindi Food and Wine, and Put Murrindindi on Your Table • Supported the Future Innovation Working Group to explore farm forestry initiatives • Supported Marysville businesses in the NBN fibre to the premises roll-out • Supported the Chamber of Commerce in the Shire's northeast • Supported the Shaping Murrindindi's Future Innovation Working Group • Promoted opportunities for business around sustainability and becoming carbon neutral • Commenced delivery of the Alexandra East Development and Services Plan • Endorsed the Eildon Key Worker Housing project; and • Supported the Jobs Expo to promote careers and employment opportunities in the Shire. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |

We supported 20 business proposals through the business concierge process, 16 were new business proposals and four 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We supported Tourism North East's: 'It's a High Country Thing' and 'Ride High Country' campaigns and the 'High Country Food and Drink Showcase'. We promoted opportunities for businesses to access the Australian Tourism Data Warehouse program and supported the Tourism North East Murrindindi Shire Industry Forum.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We supported the 'Murrindindi Harvest Celebrations', 'Giro Della Donna' and 'Great Vic Bike Ride' events and promoted 'Discover Dindi' at each of these events. We were a finalist in the Victorian Tourism Awards Local Government Award for the Tourism category. We delivered a spring social media campaign promoting Alexandra, Eildon and surrounds. We achieved accreditation renewal for the Yea Wetlands Discovery Centre and continued to support the development of the new walking track, immersive art trail and interpretive signage in the Yea Wetlands.

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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued to negotiate and develop plans with the Taungurung Land and Water Council for a wawa Bikk tour starting at Yea Wetlands. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| The Innovation Working Groups (IWG) continue to develop their initiatives. The Health IWG applied to the Community Development Fund for funding to develop a Strategy to improve service access and deliver, attract, retain and grow a skilled workforce as well as develop business cases to achieve these outcomes. The other three are IWGs are working towards developing applications for initial funding over the next 3 months. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued to negotiate and develop plans with the Taungurung Land and Water Council for a wawa Bikk tour starting at Yea Wetlands. | | | | | | | |

THEME: OUR PROTECTED ENVIRONMENT

ACTION STATUS

100.00% (18)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

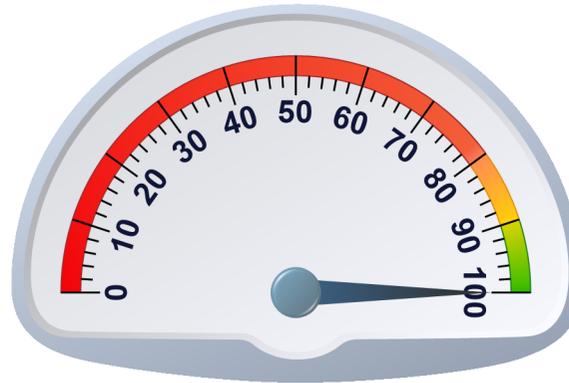


0.00% (0)

NO TARGET



ACTION PERFORMANCE



| | |
|---|----|
| Actions reported on | 18 |
| At least 90% of action target achieved | 18 |
| 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 |
| 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 - |
| 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 | 90.00 | 50.00 |  ON TRACK |

Progress Comment

We finalised the four-bin kerbside resource recovery and waste management model and began detailed implementation planning. We engaged a collection contractor and commenced logistic discussions and progressed the property service database ahead of the roll-out of new bins.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We promoted waste education initiatives and the four-bin kerbside collection system through the development of a jingle for safe battery disposal, in-person events, and advertisements in print, social media and on radio.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We contracted a new vendor to collect public litter bin recycling and general waste.

| 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 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| A design is near complete and actual capping of the Alexandra Landfill eastern valley cells will commence this financial year, ahead of 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. | Acting Coordinator Environmental Programs | In Progress | 17/09/24 | 30/06/25 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We collaborated with Landcare to undertake weed control works across several Landcare nominated sites along the Rail Trail. We also implemented a bushfire-fuel management approach in two high conservation roadside areas using candling of strinybark trees to reduce fire risk while maintaining habitat values. | | | | | | | |
| 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 | 34.00 | 25.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We completed management planning for risk reduction around Eildon pondage and the Yea Boundary Creek Reserve. | | | | | | | |
| 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 | 42.00 | 40.00 |  ON TRACK |
|---|--|-------------|----------|----------|-------|-------|--|

Progress Comment

We completed the Chilean Needlegrass control program and commenced other weed control programs.

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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We purchased zero carbon electricity through Red Energy. We commenced the Goulburn Murray Solar Savers (bulk buy) project, and the Naturally Cooler Murrindindi project, which will increase future shade in public areas. We submitted a grant application for an energy efficient streetlights upgrade, and we are assisting developers to plan sustainable developments through the Sustainable Subdivisions project.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We are progressing the Naturally Cooler Towns Study and have appointed a contractor to conduct an audit of street tree locations and condition. We commenced a tender to appoint a consultant to help develop a strategy.

| 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 | 25.00 | 25.00 |  ON TRACK |
|--|--|---------------|------------|----------|------------|--------|---|
| Progress Comment | | | | | | | |
| Detailed project planning has commenced for the Flat Lead Road Forestry project. | | | | | | | |
| 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 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We completed a business case study which showed that the Marysville Community Centre is suitable for increased solar supply and the installation of a three-day battery power supply for blackouts, and we applied for funding through the 100 Neighbourhood Batteries Victorian Government program. | | | | | | | |
| 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 | 20.00 | 0.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We applied for grant funding to implement the LED streetlights upgrade. | | | | | | | |
| 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 | 50.00 |  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 | Julie Blyth - Coordinator Business Investment and Innovation | In Progress | 17/09/24 | 30/06/25 | 50.00 | 50.00 |  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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We launched the Wastewater Education Project, which provides easily accessible education resources to promote environmental awareness, regulatory compliance and responsible wastewater management across the community. We developed and distributed brochures on wastewater education to complement the information available online. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We partnered with Goulburn Broken Catchment Management Authority and commenced a tender to appoint a contractor to deliver the Mid-Goulburn Flood Study. The partnership obtained extra funding, which enables the scope of the project to extend to the entire Mid-Goulburn catchment and enable increase flood intelligence. | | | | | | | |

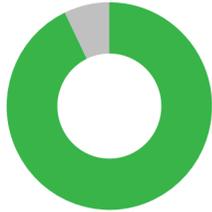
| Action | Responsibility | Action Status | Start Date | End Date | % Complete | Target | Status |
|---|---------------------------------|---------------|------------|----------|------------|--------|---|
| 4.1.4.3 Seek funding to develop a Municipal Integrated Stormwater Management Plan (IWMP). | Manager Sustainability & Assets | In Progress | 17/09/24 | 30/06/25 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We started the development of an Integrated Water Strategy to leverage 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 | 50.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We are monitoring for funding opportunities. | | | | | | | |

THEME: TRANSPARENCY, INCLUSION AND ACCOUNTABILITY

ACTION STATUS

92.86% (13)

ON TRACK



0.00% (0)

MONITOR



0.00% (0)

NEEDS WORK

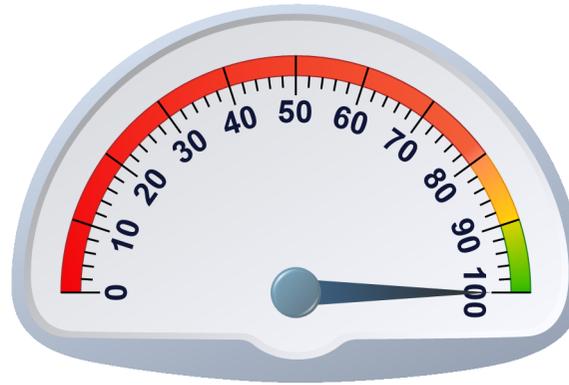


7.14% (1)

NO TARGET



ACTION PERFORMANCE



| | |
|---|----|
| Actions reported on | 14 |
| At least 90% of action target achieved | 13 |
| Between 70% and 90% of action target achieved | 0 |
| Less than 70% of action target achieved | 0 |
| Actions with no target set | 1 |

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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We implemented improvements to our Snap Send Solve software making it easier for customers to report issues and receive timely responses. We are in the implementation phase of a new customer request management system, which will include a Customer Portal to further improve the customer's experience.

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 | 50.00 |  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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We continued participation in the collaborative project with all four Councils to implement new IT systems for finance, property, rates, payroll, records management, planning, building and regulatory. We are in the implementation phase across the multiple streams, and the Planning and Building modules are now live.

| 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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We completed a market sounding activity on the potential key worker housing sites in Alexandra to inform the future expression of interest stage.

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 | 50.00 | 50.00 |  ON TRACK |
|---|-----------------------------------|-------------|----------|----------|-------|-------|--|

Progress Comment

We reviewed a range of People and Culture policies during the quarter. New staff have completed the mandatory Gender Equity, Workplace Bullying & Harassment, Charter of Human Rights and Responsibilities and Equal Employment Opportunity training. We are implementing a new onboarding and Learning Management System (LMS) 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 | In Progress | 17/09/24 | 30/06/25 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We obtained quotes to conduct annual staff skin-checks and we are working with local hospitals and other suitable venues to secure facilities. We held our monthly RUOK Check-in BBQs and promoted the Employee Assistance program.

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 | 50.00 |  ON TRACK |

Progress Comment

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 for use as the electoral office between October and December 2024 and sharing information about the upcoming election through Council's website, socials and other channels. Council also participated in two Stand for Council events to promote the upcoming elections and encourage nominations.

| 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 | 60.00 |  ON TRACK |

Progress Comment

We commenced the new Councillor Induction Program on 13 November 2024 with all mandatory training elements 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 | 35.00 | 35.00 |  ON TRACK |

Progress Comment

We reviewed the Reflecting on Council's Progress Report which included the voices of over 350 community members on the direction and progress of the 2021-2025 Council Plan, which informed a workshop with Councillors to identify key areas to further explore with the community as part of the process to develop a new Council Plan by mid-2025.

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 | 55.00 | 50.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We grew our social media reach on Facebook to 6400 followers this quarter, and our content reached 132,900 people. Our partnerships with local publications and community newsletters continued, delivering monthly and standalone print advertisements promoting a range of Council news, projects, events and initiatives. We completed a review of over 350 Council website pages and improved the information and structure to support a better customer experience. We also streamlined our processes for displaying information on physical community noticeboards by partnering with community publications and groups. We sent out three editions of our e-newsletter to our subscriber base, achieving an average open rate of 71%. We also planned for upcoming photography and videography projects, and our Brand Guide refresh. | | | | | | | |

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 | 40.00 | 40.00 |  ON TRACK |
| Progress Comment | | | | | | | |
| We continued to deliver the Local Emergency Action Plan (LEAP) Project across Murrindindi, Strathbogie and Mansfield. In the Murrindindi Shire there were community events held in Marysville, Glenburn and Toolangi-Castella. Drafting started on the LEAP Plans for Yea, Glenburn and Toolangi-Castella. The Flowerdale LEAP was finalised and is being distributed throughout the community along with a range of grant funded preparedness materials including a fridge magnet and the 72 Hour brochure. | | | | | | | |
| 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 | 50.00 | 50.00 |  ON TRACK |
|---|------------------------|-------------|----------|----------|-------|-------|--|

Progress Comment

The Murrindindi Flood Recovery Committee is in the process of transitioning remaining work elements to members after approximately 19 months of operation. Any remaining priorities in the Murrindindi Flood Recovery Plan will be referred to relevant lead agency representative on the and Municipal Emergency Management Planning Committee.

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 | 50.00 | 50.00 |  ON TRACK |

Progress Comment

We conducted workshops with Council staff and Councillors to capture advocacy priorities and shape the advocacy strategy. We created an advocacy register to enable communications with the community on our priorities, efforts, and outcomes, and a newsletter update was provided. We continued our advocacy efforts with State and Federal governments to increase disaster relief betterment funding and met with the National Emergency Management Agency to address funding shortfalls regarding the Breakaway Bridge. We applied for a funding grant under the Mobile Network Hardening Program for communication towers in Alexandra and Yea.