

Council Plan Performance Reporting Quarter 3

1 January 2023 - 31 March 2023



This report is for the period ending 31 March 2023 and outlines Council's performance in the first quarter of the 22-23 Financial Year against the Council Plan 2022/23 adopted actions.

1. A vibrant and diversified economy

2021/22 INITIATIVES	RESULT	COMMENTARY
Install cabins at Warracknabeal and Hopetoun Caravan Park	<i>Completed</i>	Cabins installed, and Warracknabeal Cabins operational. Hopetoun Cabins currently being fitted out and to be operational from May 2023.
Seek funding to implement the Minyip Caravan Park Masterplan	<i>In Progress</i>	Funding received for the installation of two cabins. Contractor engaged, and planning commenced.
Install camp kitchens in Hopetoun and Warracknabeal	<i>In Progress</i>	Camp kitchens alteration installation delayed. Expected completion 30 June 2023.
Replace the amenity building at Warracknabeal Caravan Park	<i>In Progress</i>	Amenities building installation delayed. Expected completion December 2023. Requires rescoping and additional funding allocated to the project.
Create a calendar of events to assist with marketing and promotion	<i>Completed</i>	
Provide businesses concierge services and funding through a dedicated monthly newsletter	<i>Completed</i>	
Regional Development Australia Grampians 'For Want of a Worker' Strategy initiatives actively pursued to attract and train the future workforce	<i>Completed</i>	Council has participated in the "For Want of a Worker" program planning and initiatives.
Update the Community & Business Directory	<i>Completed</i>	
Application for 14 affordable dwellings to be built across the Shire through State Big Build funding	<i>Completed</i>	
Facilitate discussions between business owners to ensure opening hours, goods and services are suitable for consumers	<i>In Progress</i>	Council has engaged a consultant to develop an Economic Development Strategy and Tourism Strategy. Aim to be completed by June 2023. Council has established the West Vic Business – Yarriambiack Chapter Advisory Committee and held its first meeting. Council has appointed part time Events, Community and Business Support Officer.
Utilising the Wimmera Southern Mallee Regional Partnership Digital Strategy to identify key areas for improvement and build an advocacy platform	<i>Completed</i>	Submission to Engage Victoria Telecommunications Blackspot Funding Round, highlighting 4 locations. Lascelles has been funded. Provided a letter of support to Pivotal for their 4G network blackspot initiative, which has since been funded.

2021/22 INITIATIVES	RESULT	COMMENTARY
Advocate for equitable access in each township to the premier product for townships from the NBN multi-platform technology mix	<i>Completed</i>	Hopetoun NBN project due to be completed in 2023.
Advertise the NBN Local community program – inviting NBN to attend community events to provide support and information.	<i>Completed</i>	Events were restricted during COVID. NBN being rolled out in Hopetoun.
Adopt a 10-year Asset Management Plan	<i>Completed</i>	
Partnering with Wimmera Development Association to develop a distributed housing model which makes serviced land available for new homes to be built	<i>In Progress</i>	Council is working in partnership with WDA, Progress Associations, Donald Mineral Sands, Haven Home Safe, Rural Northwest Health and the Hopetoun Old School Site Advisory Committee of Council to identify housing opportunities and models, to increase housing stock across our Shire.
Review and set a new Road Management Plan including service levels for road types	<i>Completed</i>	
Apply for State or Federal funding to upgrade Heavy Vehicle routes	<i>Completed</i>	
Embed the predominant land use of agriculture into the local planning policy framework through a strategic planning scheme amendment	<i>In Progress</i>	<p>Through the Local Planning Policy Framework translation into the Planning Policy Framework process through DELWP, Council's Municipal Strategic Statement in the Planning Scheme was changed to become the Municipal Planning Strategy. This process removed duplication through the Planning scheme and was policy neutral.</p> <p>Almost every section of the Strategic Directions in the Municipal Planning Strategy has reference to agriculture, including Settlement, Environmental and landscape values, Environmental risks and amenity, Natural resource management, Built environment and heritage, Economic development (Agriculture, Industrial, Tourism), Transport, and Infrastructure.</p> <p>Planning has commenced for the review of the Yarriambiack Planning Scheme. Outcomes of the review would identify parts of the scheme that do and don't work, and potentially look at elements of the Municipal Planning Strategy where the importance of agriculture can be highlighted or strengthened.</p>
Support the Birchip Cropping Group extension research into Indigenous planting	<i>Completed</i>	
Encourage value-adding as a sustainable option for existing products	<i>Completed</i>	
Seek funding to upgrade a second ramp at the Livestock Exchange	<i>Completed</i>	Second ramp is included in the 22-23 budget.

2021/22 INITIATIVES	RESULT	COMMENTARY
Trial a modified community transport model that utilises existing Council vehicles	<i>In Progress</i>	Royal Flying Doctors Service is establishing in Warracknabeal. Is exploring expand into Hopetoun and currently also services Minyip. Council is supporting RFD to establish within our region.
Highlight job opportunities for working remotely to attract people to live and work in the Shire	<i>Completed</i>	Council promotes flexible work arrangements and provides work from home opportunities to attract and retain staff. Councillors and Officers participate in Local Jobs Forums and other similar events across the Region/State, with the aim of collaborating and sharing innovative ways to retain and attract people.

2022/23 INITIATIVES	RESULT	COMMENTARY
Implement the integrated water and boardwalk at Minyip Caravan Park.	<i>Not started</i>	
Program the artist in residence in Hopetoun and Warracknabeal.	<i>Completed</i>	Artist in residence program completed at Hopetoun Powerhouse and at Warracknabeal Courthouse.
Install signage around the Silo Art Trail.	<i>Completed</i>	Project funded and transferred to Wimmera Development Association for delivery
Roll out a Digital Visitor Experience Strategy.	<i>Completed</i>	Project funded and transferred to Wimmera Development Association for delivery
Seek funding to deliver an extension to the Silo Art Trail.	<i>Completed</i>	Murtoa Progress Association received funding for the Murtoa Silo Art project.
Pursue the rezoning for the ability to provide free camping at the Warracknabeal Show Grounds.	<i>In Progress</i>	The Manager Development and Environmental Services is currently working through this process.
Support Yarriambiack Tourism to encourage business growth and development.	<i>In Progress</i>	Council has engaged a consultant to develop a Tourism Strategy and a separate Economic Development Strategy with a four-year action plan. Aim for both strategies to be completed by June 2023.
Work with Wimmera Mallee Tourism to capitalise on tourism funding opportunities to enhance the visitor experience.	<i>In Progress</i>	Wimmera Mallee Tourism Executive Officer and support staff are engaged via Wimmera Development Association. Council works closely with WDA and staff to enhance the visitor experience. Council is now exploring the Visitor Economy Partnership (VEP) Policy Framework and the benefits to our Shire and the Region.
Develop a new Economic Development Strategy.	<i>In Progress</i>	Council has engaged a consultant to develop a Tourism Strategy and a separate Economic Development Strategy with a four-year action plan. Aim for both strategies to be completed by June 2023.

2022/23 INITIATIVES	RESULT	COMMENTARY
Undertake a Regional Partnership Skills Gap Analysis.	<i>Completed</i>	Work has been completed at a state government and local level to identify skills shortages across the region.
Continue to promote the yarriAMbiack campaign.	<i>In Progress</i>	Campaign will be incorporated into both the Economic Development and Tourism Strategies. Council's Communications Officer utilises the #yarriAMbiack in social media posts.
Work with Donald Mineral Sands to establish their business presence within Yarriambiack Shire.	<i>In Progress</i>	Council has signed a Memorandum of Understanding with Donald Mineral Sands and is actively working with DMS and Shire Communities to support the development of sand mining.
Support programming that enhances the utilisation of the Woomelang and Patchewollock Railway Stations.	<i>In Progress</i>	Council is collaborating with arts and culture groups to support programming across the Woomelang and Patchewollock Railway stations, along with the Hopetoun Powerhouse and Warracknabeal Court House.
Assist the Beulah Cooperative to seek funding to rebuild the Beulah Store.	<i>In Progress</i>	Council has transferred land to the Beulah Cooperative and supported the completion of a Business Plan and Feasibility Study for the Beulah Store. Council has developed an advocacy document and has been reaching out to Media Outlets to promote the Beulah Story.
Develop a business plan for LOWAN technology in our communities to enable public wi-fi.	<i>Not Started</i>	This initiative will form part of the Warracknabeal Recreation Precinct master planning and will be a pilot program to be assessed and rolled out across the shire (if deemed successful).
Successful funding for one tower in the Federal Blackspot funding program.	<i>Completed</i>	Funding for the Lascelles tower has been secured.
Enable Birchip Cropping Group (BCG) to run workshops with the agricultural community to demonstrate private farm network benefits.	<i>Not Started</i>	Council has endorsed paying a membership with BCG to commence from 23-24 Financial Year for a one-year trial period.
Lobby Governments to address blackspots within our region.	<i>In Progress</i>	Continuous advocacy. Council is working with RDV on a media campaign to highlight the benefits of Mobile Tower Roaming for rural areas.
Seek funding to redevelop the Rupanyup Old Shire Building, enhancing Library services and to address Childcare shortages, providing an option of 'in-venue care' to the community.	<i>Completed</i>	Council has secured funding for the redevelopment of the Old Shire Building in Rupanyup as part of the Living Libraries State Government funding.
Advocate for increased childcare services within our community.	<i>In Progress</i>	Council developed a Childcare Advocacy document that has been shared with politicians and government agencies. Council also held information sessions and has been working with the Wimmera Southern Mallee By Five Initiative to advocate for more childcare

2022/23 INITIATIVES	RESULT	COMMENTARY
		professionals, training and services in our region.
Apply for State and Federal funding to upgrade Heavy Vehicle Routes.	<i>In Progress</i>	Council was successful in securing federal funding for the upgrade of the Hopetoun-Yaaapeet Road. Council will continue to apply for funding opportunities as they arise.
Support Women in Agriculture.	<i>In Progress</i>	Councillors and Staff attended the Partners in Ag event in Rupanyup held on 26 August 2022. Council strongly supports such events in our Shire.
Develop Food and Fibre contacts across the Shire to create a network for future promotion.	<i>Not Started</i>	
Undertake a business case for a Yarriambiack Uber model.	<i>No Started</i>	With the establishment of the Royal Flying Doctors Service this initiative is considered redundant.
Work with health and community service providers across the region to explore and develop community transport options.	<i>In Progress</i>	Council is currently collaborating with the Royal Flying Doctors Service, Woodbine, Rural Northwest Health and West Wimmera Health Service to address community transport across the region. A community transport brochure has been developed and will be circulated across the community in Quarter 4.
Advocate for ongoing telehealth options to provide alternatives to significant travel.	<i>In Progress</i>	Where possible, Council advocates for the retainment of telehealth options across our region.

2. A healthy and inclusive community

2021/22 INITIATIVES	RESULT	COMMENTARY
Expand the Warracknabeal Children's Centre to accommodate the higher demand in kindergarten and childcare	<i>In Progress</i>	The 3 Year Old Children's Room at the Warracknabeal Early Years Centre is currently under construction with estimated completion by 30 December 2023, and available for use Term 1 2024.
Seek funding for Dunmunkle Early Years and Childcare Centre	<i>Completed</i>	The Dunmunkle Childcare initiative is being funded by the State Government as part of the Yarriambiack Early Years Centre to be located at the Murtoa College site. This will incorporate childcare, kindergarten and MCH services.
Re-engage with health services (post-covid) to embed intergenerational activities	<i>Closed</i>	Included as an initiative in 2022-23
Active involvement with the Regional Partnership Strengthening Children in Communities Program	<i>Completed</i>	CEO is a member of Grampians Southern Mallee Regional Partnership. Also, on committee of Wimmera Southern Mallee ByFive early Years Initiative.
Seek internal or external funding allocations to provide meaningful playgroup programs to families	<i>Completed</i>	
Encourage the use of Library facilities across the Shire for all children and youth	<i>Closed</i>	Included as an initiative in 2022-23
Deliver short courses that assist young people to gain employment	<i>In Progress</i>	
Support community initiatives that raise awareness of gender equity and family violence	<i>In Progress</i>	Council is a member of the Communities of Respect and Equality (CoRE) alliance partnership that share a vision for safe, equal, and respectful communities in the region. Council is collaborating with Women's Health Grampians to promote initiatives across the region. Awareness of Family Violence and Contacts has been established on Council's Website.
Support volunteers by coordinating their statutory requirements such as Police Checks	<i>Completed</i>	
Continue to implement Council's Cigarette Sales to Minors Program to improve retailer compliance and reduce in incidence of tobacco use in our younger demographic	<i>In Progress</i>	This program has been delayed due to being unable to recruit students to participate in the program. As a result, Council EHOs are undertaking a range of substituting activities, including inspections and educational visits in accordance with the Department of Health.
Expand the Warracknabeal Children's Centre to accommodate the higher demand in kindergarten and childcare	<i>In Progress</i>	Council is currently building a new three-year-old room at the Warracknabeal Early Years Centre.
Promote awareness through social media on the signs of family violence and the support mechanisms in place available for victims	<i>In Progress</i>	Council has commenced discussions with Womens Health Grampians to promote awareness through social media. Promotion of awareness and

2021/22 INITIATIVES	RESULT	COMMENTARY
		contacts has been established on Council's Website.
Develop masterplans for Murtoa and Warracknabeal Recreation Facilities	<i>In Progress</i>	Master plans are finalised for utilisation in funding applications for the redevelopment at both sites.
Seek funding for the design and development of Murtoa Rabl Park Youth Park, Warracknabeal Pump Track and Hopetoun Skatepark upgrades	<i>In Progress</i>	Funding secured for master planning and consultant appointed.
Develop a Participation Plan for the Beulah, Brim and Rupanyup Recreation Reserves as part of the 2020 Community Sport Infrastructure Stimulus Funding	<i>Completed</i>	
Become a Local Government Authority VicSport Member	<i>Completed</i>	
Continue to assist Sporting Clubs and Community Organisations with funding or grant applications to support sport, active and passive recreation programs, initiatives, or infrastructure	<i>Completed</i>	
Liaise with communities to ensure all Community Action Plans are up to date	<i>In Progress</i>	Council Officer working with all Progress Associations (and equivalent) to establish and maintain Community Action Plans.
Ensuring representatives from Council attend Progress Association and Consultative Meetings	<i>Completed</i>	
Promote the Library facilities across the Shire and encourage usage of all resources	<i>Completed</i>	
Advocate for GP services and specific specialist services to be delivered in place, eg dialysis	<i>Closed</i>	Moved to 2022-23 Initiative
Utilise the Words on Wheels Van for the delivery of library items and engage communities as a social interaction space	<i>In Progress</i>	Words on Wheels Van visits townships across the Shire on a regular basis, with Library borrowing rates increasing.
Annual roadshows with Regional Assessment officer to promote services available	<i>Completed</i>	Regional Assessment Officer has undertaken roadshow presenting at Murtoa, Rupanyup, Woomelang, Patchewollock, Hopetoun over the last 12 months.
Provide appropriate support mechanisms and resources to successfully implement community transport model	<i>In Progress</i>	Council has now partnered with Rural Flying Doctors to deliver a service commencing with Warracknabeal and Minyip and with a vision to expand to Hopetoun.
Implement new client management system to improve our quality of service to clients of the Commonwealth Home Support Program	<i>Completed</i>	
Maintain support and promotion of Council's Access and Inclusion Plan to encourage participation and social connection for residents of all abilities	<i>In Progress</i>	Council is currently reviewing its Access and Inclusion Plan and has advertised for reference group members.

2022/23 INITIATIVES	RESULT	COMMENTARY
Develop a new Municipal Early Years Plan.	<i>In Progress</i>	Council has engaged a Consultant to commence the revision and development of the Early Years Plan 2023 – 2027. Estimated completion date 30 June 2023.
Deliver a suite of Dunmunkle Early Years Services.	<i>Completed</i>	Funding committed.
Work with health services to embed intergenerational activities.	<i>In Progress</i>	CEO has attended Grampians Health information sessions, and GH has presented to Council. Mayor and CEO will also assist with advocacy in partnership with Rural Northwest Health and West Wimmera Health Service.
Seek funding for Youth activities for ages 8years - 25 years.	<i>In Progress</i>	
Update the Youth Action Strategy.	<i>In Progress</i>	Planning has commenced to revise the Youth Action Strategy.
Assist with the organisation of local events.	<i>Not Started</i>	Council does not have the internal resources at present to provide direct assistance to organisations holding events. Council has appointed a part time Events, Community and Business Support Officer who will assist community groups to navigate the approval process for events.
Develop a Masterplan to connect Warracknabeal Library with the skate park and Leisure Centre.	<i>In Progress</i>	Funding secured for the master planning. Consultant has been engaged.
Explore the potential opportunities for passive recreation spaces that aim to improve health and wellbeing through a connection with the local environment.	<i>In Progress</i>	Council is reviewing its Sport and Recreation Strategy, along with developing master plans for majority of its recreation reserves. Consultants have been engaged to complete both the strategy and master plans.
Advocate the need to Government for improved access to medical and specialist services across our townships.	<i>In Progress</i>	CEO attended the Grampians Health Stakeholder engagement sessions. Grampians Health representative presented to Councillors on initiatives to improve access to medical specialist within the region.
Maintain support for LED lighting project on all VicRoads roads to reduce energy consumption and provide residents with improved lighting and safety in our townships.	<i>In Progress</i>	
Seek funding to build the required facilities at Murtoa and Warracknabeal identified in the Masterplan.	<i>In Progress</i>	Master plans are being finalised, then advocacy will commence for funding.
Seek funding to develop Masterplans for the Beulah, Brim and Rupanyup Recreation Reserves.	<i>Completed</i>	Funding application submitted and was successful.
Undertake master planning at the Warracknabeal Recreation Precinct, Minyip Recreation Reserve and Hopetoun Recreation Reserve.	<i>In Progress</i>	Successful with funding application. Contractor engaged and consultation has commenced.
Undertake consultation and development of a new Sport and Recreation Strategy.	<i>In Progress</i>	Consultant engaged and strategy consultation has commenced.

2022/23 INITIATIVES	RESULT	COMMENTARY
Seek funding for Stage 2 - Warracknabeal Leisure Centre Redevelopment.	<i>Not Started</i>	Master planning of Warracknabeal Recreation Precinct to be completed first.
Assist Pool Committees with the development of long-term maintenance and upgrade plans.	<i>Completed</i>	Engaged a contractor to undertake start – up / shut – down process and will identify maintenance activities to be undertaken, and upgrade plans.
Utilise the Libraries facilities for group social activities.	<i>In Progress</i>	Council has been successful with Living Libraries funding for Rupanyup, to renovate the building creating more social / makers spaces. Council also encourages group activities such as book clubs to operate from the Warracknabeal Library Service.
Encourage the use of the SHARE Community Grants Program to improve local clubs and organisations' facilities and services.	<i>Completed</i>	2 rounds of Share Grant program completed for 2022/23. Agreements being signed with recipients of latest round of program.
Develop a grants network in each community and work with them to identify funding opportunities for community projects.	<i>In Progress</i>	This piece of work is being completed as part of the Community Action Plan review and working with Progress Associations (and equivalent groups) to identify available grants to enable projects to come to fruition.
Provide assistance when required to community groups delivering all types of projects.	<i>In Progress</i>	Council is actively working with Progress Associations (and equivalent groups) to secure funding for projects. Council has auspiced a number of projects, such as the Stickshed and Minyip Cabins.
Identify priority projects and assist in the development of concept plans and schematic drawings.	<i>In Progress</i>	Council, where possible will assist with funding applications for business cases and feasibility studies. Will also assist with funding master planning.
Explore strategic objectives of decommissioned public land sites.	<i>In Progress</i>	Council in conjunction with Wimmera Development Association has participated in a Wimmera Housing Supply and Capacity Assessment, which includes a review of public land sites.
Complete annual Community Support Worker skills assessments to ensure clients are managed in accordance with current best practices.	<i>In Progress</i>	This work is undertaken during Council's annual review period. Staff participate in professional development as identified and required.
Develop and promote a program that focuses on the benefits and importance of resident wellness and reablement.	<i>In Progress</i>	The Regional Assessment Officer conducts information sessions and programs across the Shire to inform residents of MyAged Care and the support services that are available.
Continue telephone check-in program aimed at supporting and providing connection to our most isolated clients.	<i>Not Started</i>	Council does not currently have the resources to continue with this program, however, Community Support Workers prioritise and engage with our elderly clients during home visits to increase and maintain social connection.

3. A robust and thriving environment

2021/22 INITIATIVES	RESULT	COMMENTARY
Funding to deliver a glass crusher that reduces waste	<i>Completed</i>	Glass crusher arrived and finalising commissioning
Develop a Waste Management Strategy	<i>Completed</i>	
Identify Council's resourcing requirements to implement the Victorian Government's waste reform targets	<i>Ongoing</i>	Initial research undertaken in recent waste survey to inform future organics kerbside collection
Participate in Municipal Association Victoria Procurement to group purchase green energy offsets to Council's power contracts	<i>Completed</i>	
Development of an Environmental Strategy	<i>Closed</i>	Included as 22/23 Initiative
Encourage community groups to seek funding to install solar	<i>Closed</i>	Included as 22/23 Initiative
Install solar on Council owned Community managed buildings	<i>Closed</i>	Included as 22/23 Initiative
Update the Tree Policy, tree register and ensure a risk-based approach to tree maintenance across the shire	<i>Completed</i>	
Streetscape works targeted at reducing the heat impacts in main street districts	<i>Closed</i>	Included as 22/23 Initiative
Continue collaboration with Catchment Management Authority for projects that encounter the environmental impacts of roadside weeds and pests	<i>Closed</i>	Included as 22/23 Initiative
Seek additional environmental water for Minyip and Warracknabeal initiatives	<i>Not Started</i>	
Design Integrated water management systems for the larger townships to ensure preservation of stormwater	<i>In Progress</i>	Council is undertaken a review of the capture of roadside run off water/Storm water into Whitton Swamp, as a flood mitigation control measure. Council is also investigating the option to become the CoM of Whitton Swamp. Council has been unsuccessful with its funding application for Rupanyup through two different funding opportunities. Council will continue to apply to any funding opportunities that may arise.
Support Yarrilinks and Mallee Landcare in attracting funding to the Shire for environmental projects	<i>Completed</i>	Letters of support provided to support Landcare funding applications.
Advocate to reduce the grid infrastructure capacity issues	<i>Closed</i>	Included as 22/23 Initiative

2022/23 INITIATIVES	RESULT	COMMENTARY
Roll out a Glass Recycling Collection Service.	<i>Completed</i>	Glass Recycling service rolled out from 01 July 2022.
Seek funding for alternative waste management recycling options as identified in the Waste Management Strategy.	<i>In Progress</i>	New Recycling Victoria and Sustainability Victoria funding being considered as options.
Monitor and evaluate Waste Management Strategy.	<i>In Progress</i>	Monitoring of glass and recycling diversion and contamination rates underway.

2022/23 INITIATIVES	RESULT	COMMENTARY
Develop community education program for waste and recycling.	<i>In Progress</i>	Community education program being rolled out as part of glass recycling. Council has purchased a community education trailer to assist with its education campaign.
Develop a Yarriambiack Shire Council Environmental Strategy.	<i>In Progress</i>	Council is going to engage a consultant to develop a combined Waste Resource, Environment and Climate Change Strategy, that will incorporate Pests and Weed management.
Encourage community groups to seek funding to install solar.	<i>Ongoing</i>	Dependent on funding opportunities
Install solar on Council owned - Community managed buildings.	<i>Ongoing</i>	Dependent on funding opportunities
Advocate to reduce the grid infrastructure capacity issues.	<i>In Progress</i>	Active involvement in GNET Project Steering and Community implementation committees.
Continue collaboration with Catchment Management Authority for mallee projects that counter the environmental impacts of roadside weeds and pests.	<i>In Progress</i>	Planning underway for 2023 Delivery.
Streetscape works targeted at reducing the heat impacts in main street districts and beautifying townships with native vegetation.	<i>In Progress</i>	Council has \$100k budgeted each year for streetscape works. Beulah, Patchewollock, Rupanyup and Yaapeet have either commenced or will commence planning and/or works.
Support Yarrilinks and Mallee Landcare in attracting funding to the shire for environmental projects.	<i>Ongoing</i>	Funding opportunities communicated.
Continue to design integrated water management systems for the larger townships to ensure preservation of storm water.	<i>Not started</i>	Council has flagged a discussion on the subject which will be tabled in the Wimmera Strategic Water Management meeting February 2023

4. A Council that who serves its community

2021/22 INITIATIVES	RESULT	COMMENTARY
Councillor professional development through forum and peer led education	<i>Completed</i>	Training undertaken by Councillors in 21-22 financial year. With two Councillors undertaking the AICD Course.
Councillors to be kept informed about community events/issues and up to date with legislative compliance	<i>Completed</i>	Regular forum attendance, despite COVID restrictions.
Cultural Audit and Workforce Plan carried out to identify skill gaps and training requirements	<i>Completed</i>	
Develop a Training Matrix/Plan to deliver on skill gaps and training requirements	<i>Completed</i>	
Action on 'People Matters Survey' to improve gender equality and culture	<i>Completed</i>	Council developed a Workforce Plan and Gender Equality Action Plan that was adopted in December 2021.
Ensure performance reviews reflect accountability in all staff roles	<i>Completed</i>	
Review the risk register at an operational level	<i>Completed</i>	
Monitor, maintain and report on Audit outcomes	<i>Completed</i>	
Upgrade the Council's website	<i>Completed</i>	
Strong collaboration between Council and the Audit & Risk Committee including annual interactions with Councils internal and external auditors	<i>Completed</i>	

2022/23 INITIATIVES	RESULT	COMMENTARY
Support continued Councillor professional development through forum and peer led education.	In Progress	Councillors have participated in Maddocks Conflict of Interest Training, Operational v Strategic Training and one Councillor undertaking AICD Foundations Course.
Councillors to be kept informed about community events/issues and up to date with legislative compliance.	In Progress	Councillors are provided with regular updates at bi-monthly Council Forums, and weekly CEO Updates.
Provide pathways for staff to enhance knowledge and skills for the betterment of Council and the community.	In Progress	Staff are provided with opportunities for study leave, professional development and higher duties secondments.
Develop Staff Key Performance Indicators that align with Council Plan objectives and legislative compliance.	In Progress	All staff have KPI's that are reviewed annually and updated in March each year.
Develop an engaging LinkedIn profile.	In Progress	Council has commenced utilising the LinkedIn profile to engage with professionals and promote our Council and employment opportunities.
Continue to enhance Council's website features and social media presence.	In Progress	Council is continuously reviewing and updating its website content and engagement mediums such as online forms and directories.

2022/23 INITIATIVES	RESULT	COMMENTARY
Increase the use of videos to engage and communicate with users.	In Progress	Council developed a Youtube video on the explanation of Council's rates. This was released in September attracting 42 views. It is available on the Council website.
Continue to monitor, maintain and report on Audit outcomes.	In Progress	Quarterly reporting to the Audit and Risk Committee is undertaken.
Continue to develop and review the risk register at an operational level.	In Progress	Both operational and strategic risks are reviewed quarterly, and strategic risks are reported to Council and Audit and Risk Committee. Operational high and extreme risks reported to Audit and Risk Committee.
Strong collaboration between Council and the Audit and Risk Committee including annual interactions with Council's internal and external auditors.	In Progress	Two Councillors are members of the Audit and Risk Committee.
Undertake internal audit self-assessments to continuously improve practices and processes.	In Progress	This was due to be completed in October 2022. It was delayed and results to be presented at the January Audit and Risk Committee meeting.
Attend regular meetings with State and Federal Stakeholders to advocate for our community.	In Progress	Mayor, Councillors and CEO attend regular meetings with Key Stakeholders, as outlined in the Monthly Councillor and CEO activity report in the Council Agenda.