



Greater  
Hume  
Council

## **Council Review**



Q2, 2020/2021




# 1: Leadership and Communication




Objective: We lead a vibrant, connected and inclusive community.




## 1.1: Leadership and advocacy is demonstrated and encouraged in our communities



1.1.1: Plan and lead good governance having a clear framework for strategic planning, policies, procedures and service standards and financial sustainability with effective financial management that is transparent and accountable



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.1.1	Establish and implement a structured policy review process including subscription to legislative updates service	Continue structured policy review process	Policy review process in place	50%		13 policies reviewed July - December 2020	Director Corporate & Community Services
1.1.1.2	Modify the structure of Council's budget to align with the themes and strategies established in Council's IP&R planing documents	Review budget process and commence development of a new budget structure to align with IP&R planning documents	Revised budget structure developed	75%		Additional reporting commenced September 2020 budget review	Director Corporate & Community Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.1.3	Implement best practice financial management processes	Complete Council's annual financial statements in accordance with accounting standards and audit requirements	Financial statements compliant with all statutory requirements	100%		Completed. External audit completed with clear audit report achieved. Financial Statements completed, reported to Council and lodged in accordance with agreed audit plan and timeline.	Director Corporate & Community Services
		Update Council's Long Term Financial Plan on an annual basis taking into consideration other Resourcing Strategy documents and Delivery Program requirements	LTFP revised annually in conjunction with adoption of annual operating budget	100%		Completed as part of budget adoption process	Director Corporate & Community Services
		Review Council's loan portfolio to ensure appropriate borrowing levels are maintained and infrastructure	Loan borrowings maintained at optimum levels as determined by Council	25%		Borrowing levels will be examined as part of 2021/2022 budget planning	Director Corporate & Community Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		spending maximised					
		Commence review of alternate corporate software package including pricing and implementation timeline for consideration in 2021/2022 Operational Plan		50%		Implementation of complimentary software to commence January 2021 to enable automation and digitisation of accounts payable function	Director Corporate & Community Services
1.1.1.4	Actions and strategies detailed in Council's IP&R plans are implemented and status reviews presented to Council on a quarterly basis	IP&R status reports presented to Council on quarterly basis	Quarterly reports presented to Council	50%		Achieved and ongoing	General Manager
1.1.1.5	Implement effective governance strategies	Progressively implement strategies outlined in Council's Fit for the Future	Annual reviews conducted and report provided to Council no later than 30 June annually	50%		A review of Council's Integrated Business Software was undertaken with the view of considering an alternate provider.	General Manager

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Improvement Action Plan				Determined non satisfactory. Council will be investigating third party software (e.g. Accounts payable) to improve efficiencies.	
1.1.1.6	Maintain effective and open complaints handling processes	Undertake effective investigation and resolution of complaints	Customer Action Request reports provided to Council monthly	50%		Monthly reports presented to Council	Director Corporate & Community Services
1.1.1.7	Implement effective risk management programs to minimise Council's exposure to risk and ensure continuity of critical business functions	Review Council's Integrated Risk Management Plan and develop and implement supporting processes to ensure ongoing integration of risk management principles into Council's day to day operations	Integrated Risk Management Plan reviewed on an annual basis.	50%		Development and implementation continues. Risk Register expected to be completed May 2021.	General Manager
1.1.1.8	Implement organisation wide	Implement service and efficiency reviews in	Two functional areas reviewed annually	25%		A review Council's Integrated business software system was	General Manager




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	service and efficiency reviews	accordance with Council's Fit for the Future Improvement Action Plan				undertaken but abandoned due to not being able to source a viable alternative. Audit, Risk and Improvement Committee topics are consuming considerable resources that are impinging on undertaking service reviews.	
1.1.2.4	Provide Councillors with support and training to ensure their ongoing professional development.	Develop and implement a Councillor professional development program in accordance with OLG guidelines		0%		Limit training held due to COVID restrictions. A greater emphasis will be placed on this in the coming months with potentially a mix of on line and face to face learning.	General Manager
1.1.2.5	Provide opportunities and actively encourage younger people to join community groups	Deliver formal training in meeting procedures to Youth Advisory Committee members and develop projects to offer similar training		60%		During October to December Youth Advisory Committee meetings continued via Zoom - one with St Paul's College Walla Walla and one with Billabong High School	Team Leader Library & Youth Services


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		through partnerships with schools in the shire				Culcairn. The young people are being mentored by the Youth Officer to develop training in meeting procedures. The plan for 2021 is to attend a Council meeting with the young people. Re-elections of the executive committees to occur in February 2021.	
1.1.2.6	Improve leadership in community groups to facilitate greater accountability from community groups that manage Council's assets	Review current Management Committee manual and provide refresher training to management committees as required		25%		This matter was the subject of an Internal Audit review with key actions and timelines provided in the final report. Ongoing implementation of recommendations to be reported through ARIC	Director Corporate & Community Services
1.1.2.7	Recognise community leaders and their efforts and encourage others in the community	Recognise community leaders through Australia Day awards		100%		Australia Day 2021 in Greater Hume was held at the Walbundrie Recreation Ground, Walbundrie, it was a fabulous ceremony,	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	to take up leadership roles					with over 400 people attending. Some of the highlights were the inspiring addresses given by our Australia Day Ambassador, Anupam Sharma, captains of St Paul's Lutheran College, Lucy McDonnell and Kelsey Lieschke and Cr Heather Wilton, Mayor, Greater Hume Council. The Australian flag was jointly raised by well-known local Max Webb. Announcement of Citizen, Young Citizen and Community Event of the Year, Mayoral Award and School Citizenship Awardees.	




1.1.2: Council is responsive to community needs and priorities





DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.2.1	Engagement by Council to demonstrate Council leadership	Continued implementation of the GHSC Communication Plan	Communications Plan implementation continued	60%		Progress on LGA entrance and town signage project. All locations identified. Report issued to Transport for NSW for consent by this authority. Revised graphic design completed, and approved by Promotions Working Group. No action on content plan this quarter.	Executive Assistant
		Continued implementation of the GHSC Communication Plan		50%		Achieved and Ongoing	Executive Assistant Tourism & Promotions
1.1.2.2	Improve community attendance at	Facilitate the advertising of information	Council meetings advertised in	50%		Achieved and ongoing	General Manager

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	Council meetings and provide greater contact with local councillors	regarding Council meetings and events in accordance with legislation and time requirements and include on Council's website	accordance with statutory requirements				
1.1.2.3	Improve community attendance at Council Meetings and provide greater contact with local councillors	Hold a minimum of two Council Meetings per annum at venues other than Culcairn or Holbrook	Two or more meetings held at alternative venues annually	0%		Have not progressed this financial year due to COVID restrictions. This will be monitored over the coming months	General Manager

1.1.3: Successfully engage Australian and State governments to advocate on issues important to the community

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.3.1	Councillors and senior staff represent the interests of Greater Hume Council to State and Federal members and government departments	Lobby State and Federal politicians on issues of importance to our community	All appropriate funding opportunities taken	50%		Council has expanded its use of social media during COVID and regular Council and Business Newsletters have kept the community abreast of important issues.	General Manager




1.1.4: Strong relationships and effective partnerships


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.4.1	Lobby Australian and State governments for increased funding	Meet with local Australian and State government parliamentarians at least annually	Meetings held annually	0%		No formal meetings held with local members during the reporting period.	General Manager
		Actively participate in Local Government NSW Annual Conference	Nominated councillors and General Manager attend NSWLG Conference	100%		Three Councillors and four staff members participated in the on line Annual Conference.	General Manager
1.1.4.2	Cooperatively work with surrounding councils to identify where resources and costs can be shared	Continue as an active participant in REROC/RivJO initiatives	Membership maintained	50%		General manager remains on the REROC Executive and onvenor of the RIVJO/REROC Workforce Development Group	General Manager
		Continue current programs. Joint spray sealing contract procured with Lockhart Shire Council AlburyCity - waste - museums	Existing agreements maintained and new opportunities investigated	50%		Achieved and ongoing	General Manager

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Lockhart Shire Council - Joint Road Safety, Youth Services					

1.2: There is open and two way communication both with communities and within our communities, the community is consulted on decisions that effect them and consultation processes are inclusive



1.2.1: Accessible and inclusive Communications Strategy and active use of the Community Engagement Toolkit and Council's website is accessible

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.2.1.1	Implement the planned community engagement processes using various communication strategies	Maintain membership of community engagement peak bodies and networks	Council is an active member of IAP2 and staff attend the North East Engagement Network meetings at least three times per year.	25%		Membership of IAP2 confirmed. NE Engagement Network has not been meeting due to Covid-19.	Executive Assistant
		Relevant staff and Councillors to undertake IAP2 and/or other community engagement training	Community engagement training is completed for all councillors and relevant staff	0%		No action this quarter.	Executive Assistant
		Develop two Council newsletters (Autumn and Spring) and rates notice insert whilst ensuring effective and targeted content	Two Council newsletters and rate notice inserts developed and sent to residents	50%		Greater Hume Second Newsletter sent in early November.	Executive Assistant Tourism & Promotions



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Investigate contemporary community engagement techniques to enhance communications with the community in readiness for the review of the community strategic plan	Relevant and accessible reference group/s established	10%		No action this quarter.	Executive Assistant





1.3: Residents feel a sense of belonging, are able to reach their potential, work productively, and there is a sense of mutual respect, inclusiveness, ownership and pride in their community





1.3.1: Councils values, actions and decisions are inclusive. Access and Inclusion Reference group established Community Health and Wellbeing Alliance continues

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.3.1.1	Acknowledge all volunteers and those providing welfare, and genuinely engage them in Council decisions, policy and meaningful dialogue to improve outcomes for those that are disadvantaged.	Invite volunteers to present information about their work to council Seek out opportunities to support welfare work through funding, special grants & material aid	One meeting of the Community Health & Wellbeing Alliance dedicated to consulting with the welfare volunteers in the shire Number of successful grant application	20%			Manager Community Services
1.3.1.2	Undertake work to ensure that young people, people who are disadvantaged, and people with a disability can exercise their rights as equal citizens in areas such as Council elections,	Establish a process/system for young people, people who are disadvantaged and people with a disability to participate on the Youth Council and participate in	Youth Council rules and charter reviewed annually for inclusiveness	0%		No specific action to date	Director Corporate & Community Services



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	Council meetings, Council consultation processes, Council policy, and membership of Council's committees involving community representatives and in making complaints.	decision making processes.					
1.3.1.3	Implement Greater Hume Shire Disability Inclusion Action Plan (DIAP)	Progressively audit Council functions, facilities, services, events and information sources against Access to Premises Standards and other relevant standards for inclusiveness and implement recommended improvements	Audit and improvements progressively implemented DIAP updated Priorities funded	70%		DIAP process being implemented and will incorporate further audits.	Manager Community Services
		Council engage with owners of commercial		50%		Advice has been given to a number of businesses	Director Environment & Planning

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		businesses to encourage voluntary upgrading of disabled access provisions				regarding the upgrade of disabled access. This advise has been associated with approvals.	
		Engineering and Environment staff apply the provisions of the Disability Inclusion Act and Continuous Accessible Path and Travel	Community infrastructure projects compliant with the Disability Inclusion Act and CAPT	50%		Provisions of the act are applied to all new designs that are completed	Director Engineering
		All new signage is compliant with the provisions of the Disability Inclusion Act	Signage is accessible and inclusive	50%		All new signage is being made compliant with the disability act	Director Engineering
		Review GHSC employment HR policies and processes for inclusiveness	Policy review completed	50%		Policies progressively being updated in line with Council's policy review schedule	Manager Corporate Services
		Include inclusiveness in the	Inclusiveness included in the WID	0%		To be undertaken during Term 1 2021	General Manager

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Workplace Inspirations Day					
		Customer Service Staff are aware of the resources needed to respond to PwD/Carers	% staff satisfied they are aware of the resources needed to support PwD/Carers	10%		Review of DIAP, all staff having input and will identify training needs.	Manager Community Services
		GHSC Policies and procedures reflect the needs of PwD/Carers	Relevant policies compliant with Disability Inclusion Act	30%		Good progress made in many areas of DIAP. Currently community/staff consultation to input into 2021/2025 DIAP	Manager Community Services
		Criteria for Council Community grants includes diversity, accessibility and inclusiveness	Successful applications include the needs for PwD and Carers. (Where applicable)	20%		Contacted for input into DIAP review and workshops scheduled.	Manager Community Services
		Support and resource DIAP reference group	Hold reference group meetings 2 to 3 times per year	10%		Due to Covid meetings on hold, zoom meetings scheduled.	Manager Community Services





## 2: Healthy Lifestyle




Objective: we create health, inclusive and resilient communities, acknowledge or volunteers and value our youth.



### 2.1: Welcoming, resilient and involved communities

#### 2.1.1: Welcome people from diverse cultures to live, work and settle in Greater Hume Shire

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.1.1	Encourage more residents to be involved in the Greater Hume Shire and events	Continue to rotate the Australia Day function across towns in Greater Hume local government area	Official GHSC Australia Day function held in a Walla Walla in 2019	50%		Australia Day held at Walbundrie	Executive Assistant Tourism & Promotions
2.1.1.2	Provide and promote a range of cultural and personal development opportunities for youth	Implement actions and projects detailed in the annual youth plan	Actions implemented from youth plan	60%		Actions and projects detailed in youth plan for the October school holiday period included: Youth Pack - Fitness, Wellbeing and School packs - provided at no charge to young people in the Greater Hume Council	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						<p>In December the annual movie nights at the local pools commenced at Henty. The event was popular with over 30 young people in attendance. The event is funded by Greater Hume Council Youth Services. From November to January an online photography competition ran. This competition was a joint initiative between the St Paul's College and Billabong High School Youth Advisory Committees.</p>	




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.1.3	Develop partnerships with schools and other community organisations to deliver and promote targeted health and wellbeing programs to youth	Regular communication with local high schools to establish need and partnership opportunities	Participation in annual mental health forum, Youth Inspirations Day and other joint projects	30%		The Work Inspiration Day was cancelled in October 20 due to COVID-19 restrictions. Planned meetings with Billabong and St Paul's College to occur in March 21.	Team Leader Library & Youth Services
			Planning meeting held with Billabong High school and St Paul's College to discuss youth health and wellbeing projects				
2.1.1.4	Recognise the contribution of volunteers in communities and assist with recruitment and retention	In National Volunteer Week each year, acknowledge and celebrate the shire's volunteers	Celebration morning(s) held during Volunteers Week	10%		Plan for May to implement recognition of volunteers at May Council meeting as per last year (which didn't progress due to Covid)	Manager Community Services
		Work Health & Safety volunteer induction and training provided	Annual training conducted	0%		Road show of section 355 Committees will be half in the second half of the financial year.	General Manager



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Provide advice and support to volunteer community organisations in governance and financial management	Refresher training held annually	50%		No further action this quarter	Manager Corporate Services
2.1.1.5	Review opportunities to create greater diversity in our communities and workforce	Investigate the benefits of membership of Welcoming Cities and report presented to Council		55%		Officer has participated in zoom meeting with Murray Regional Resettlement Taskforce during the quarter. Following COVID pandemic impacting Australian communities early in 2020, the second half of the year has seen demand and interest in regional settlement, and opportunity to connect with	Executive Assistant




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						<p>jobseekers in western Sydney return. Officer contributed to the development of a place based governance mechanism which will support the NSW GROW program, to be launched in 2021, which will explore the benefits of membership to Welcoming Cities as part of newcomer attraction and retention.</p>	

2.1.2: Local education and local career opportunities




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.2.1	GHC to lead and exercise responsibility as an equal opportunity employer and community leaders to work with others to enhance local employment and mentoring opportunities for young people, people who are disadvantaged, and people with a disability.	Review the application of EEO principles across all areas of Council	Annual audit against EEO principles	20%		No action to date. Potential to form part of student placement project in conjunction with REROC and Charles Sturt University	Director Corporate & Community Services
		Continue to support traineeships for local young people	At least maintain current level of 3 trainees and 1 apprentice	25%		Engagement of trainees remains at target levels and new opportunities will continue to be explored where appropriate	Director Corporate & Community Services
		Participate in regional youth focused mentoring programs	Participate in REROC Take Charge youth event	20%		Scheduled March 24 2021 at CSU. 3 workshops - digital photography, mindfulness sessions, STEM focus using spheroballs.	Manager Community Services




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.2.2	Work with TAFE and other Registered Training Organisations to provide entry level certificates and qualifications locally.	Continue to support VET providers in the local community.	VET providers continue to deliver entry level qualifications locally via supported video link at Holbrook and Henty libraries	40%		Video link at libraries - TAFE ceased due to NSW tafe operations, however, still working with VET providers to deliver a range of training and support traineeships across libraries, children services and other areas of Council.	Manager Community Services
		Establish school based traineeships		100%		Two students from Walla Walla College will commence on Wednesday 10 February 21. One student will undertake training at the Henty and Culcairn Libraries and one at Walla Walla Children Services. Hayden	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						Honeywill also commenced a traineeship with Greater Hume Council in December 20 - Cert 3 in Library & Information studies.	
2.1.2.3	Maintain contemporary information and computing technology facilities for education purposes.	Undertake an annual review of GHC community ICT facilities to monitor use, value and upgrade as required	Audit completed	20%		Annual planning review of library technology facilities completed.	Manager Community Services


2.2: We have services to promote and deliver health and wellbeing for all ages

2.2.1: Continue the Community Health and Wellbeing Alliance and implement the CH&W Plan



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.1.1	Facilitate mental and physical health awareness information	Partner with community organisations and health services to deliver a mental health program in October each year	Mental health focus of October 2018 Alliance meeting	100%		As part of Healthy Towns, in partnership with Holbrook Rotary a Youth Mental Health First Aid program was funded and delivered with 22 participants.	Manager Community Services
		List health and wellbeing events and links to community health services on the GHSC website	Health and wellbeing events listed on GHSC website	10%		Events included on website and social media - progressing	Manager Community Services
2.2.1.2	Greater Hume Council becomes a health promoting council	GHSC supports and approves the actions of the Community Health and Wellbeing Alliance	The Alliance is supported by council and meets at least three times per year	20%		Zoom meeting scheduled February	Manager Community Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Undertake a review of the Community Health & Wellbeing Plan	Review completed and updated plan presented to Council by 30 June 2019	20%		Not progressed further	Manager Community Services
2.2.1.6	Develop partnerships with local health services to plan and implement key health promotion initiatives: injury prevention, farm/work safety promotion, cancer prevention (particularly skin cancer prevention) and active community (physical activity promotion and nutrition)	Engage the Community Health and Wellbeing Alliance in health promotion initiatives and support local, regional and national programs	2-3 Health promotion activities per year	30%		Healthy Towns Holbrook and incorporating promotional opportunities around other events and through children services.	Manager Community Services
		Implement the Holbrook Healthy Town Project		80%		Skate park project progressing, youth input for design and bowl at Holbrook scheduled completion for May.	Manager Community Services




2.2.2: Develop a Greater Hume Youth Plan and continue Youth Advisory Committee

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.2.1	Provide training and mentoring opportunities for young leaders	Implement a young leaders training and mentoring action program	Revised youth leadership training plan developed by 30 June 2019	100%		Plan completed and implementation to commence in March 2021 after discussions with school Executive Committee. Prior to this year the leadership program was on hold due to COVID 19 restrictions.	Team Leader Library & Youth Services

2.2.3: Continue to support the enhancement of children services across the Shire


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.3.1	Continue to review adequacy of existing childcare services and identify gaps in the provision of services according to the needs of local families	Undertake a biannual review of existing childcare services provided through engagement with preschools and other children's services	Biannual survey completed	70%		Strategic planning review progressing.	Manager Community Services
2.2.3.2	Ensure that Greater Hume Children Services remains a relevant and reliable service	Implement the Greater Hume Children Services Strategic Plan including the implementation of a targeted marketing strategy	Increase number of educators and increased number of FTE children in care	70%		Review of 12 month trial with inclusion of Holbrook centre this year has been completed. Plans have been established for increased numbers of children and educators, however, to date a major focus has been on attracting	Manager Community Services





DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						and retaining qualified educators as required.	
		Monitor operations of centre based Henty, Holbrook and Walla Walla Children Services		50%		Ongoing. Monthly financial reports prepared and reviewed.	Director Corporate & Community Services
		Undertake financial review of centres and family day care services to determine long term impact of COVID-19 crisis		100%		Completed. Review undertaken and impact quantified. Enrollment numbers have returned to pre-COVID levels and CCS funding reinstated. No further impacts are anticipated at this time however the situation will continue to be monitored closely.	Director Corporate & Community Services
		Finalise Memorandum of Understanding		0%		No further advice received from	Director Corporate & Community Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		(MOU) with Henty Preschool and commence planning for service transition				Preschool on this matter.	

2.2.4: Develop a Memorandum of Understanding with Community Transport provider to improve community transport outcomes


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.4.1	Establish effective local community transport options	Support the ongoing provision of point to point transport service and advocate for retention of program at conclusion of the current trial period	Conduct two meetings annually	100%		Transport service continuing effectively. Council support provided when required	Director Corporate & Community Services

2.2.5: Advocate for safe work practices and employment standards

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.5.1	Implement best practice human resource policies and strategies to attract, engage, develop and retain the best and highly skilled staff to strengthen workforce capacity	Implement the strategies from the Workforce Management Plan	Annual report on implementation of Workforce Management Plan presented to Council	50%		Ongoing. Workforce Management Plan to be reviewed and updated during the course of the 2020/2021 year	Director Corporate & Community Services
2.2.5.2	Provide a safe work environment	Integrated risk management system developed and implemented	WHS Committee meets a minimum of 4 times per year	50%		Continually under review and updated where necessary. Random alcohol and other drug testing commenced with two testing days held in the first half of the year.	General Manager



2.3: Volunteering is inclusive, well acknowledged and supported

2.3.1: Council acknowledges, partners and supports community committees and organisations and celebrates volunteering


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.3.1.1	Support self-help/support and interest groups such as men's shed, friendly visiting, craft groups and service clubs to be sustainable, accessible and inclusive.	Continue to acknowledge and work with local groups assisting with funding and resources to ensure there are accessible, affordable and inclusive.	Recruitment process undertaken to target self help / support and special interest groups to attend Alliance meetings	10%		minimal due to Covid. Libraries continue to provide opportunities for small number.	Manager Community Services

2.4: Our residents feel safe



2.4.1: Street lighting is effective and energy efficient

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.1.1	Implement the street light installation priority program	Continue the installation of new streetlights in accordance with the agreed priority program	Installation of new street lighting within budgetary requirements	50%		All existing streetlights in Greater Hume to be replaced with new LED streetlights in first half of 2021. An additional 10 lights will be installed as detailed in Council priority list following the bulk LED program.	Director Engineering
2.4.1.2	Expand the utilisation of solar powered and LED technology in streetlighting	Work with electricity authorities to implement LED technology for new and existing streetlights	Agreement reached with essential Energy for the installation of LED technology	50%		All Council streetlights to be changed to LED in first half of 2021	Director Engineering

2.4.2: Implement Council's Road Safety Strategy

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.2.1	Work with RMS, Lockhart Shire and the community to implement the Roads Safety Strategy	Implement the Road Safety Strategy annual priorities	Ongoing reduction in road fatalities and injuries in Greater Hume LGA	50%		All priorities are being implemented	Director Engineering

2.4.3: Engage community in developing and expanding accessible pedestrian cycle ways and walking track networks


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.3.1	Council to investigate opportunities and invest in liveability infrastructure such as recreation facilities, cycleways, footpaths, recreational walking tracks	Lodge grant applications for identified shared path projects under Action Transport funding program		100%		Applications lodged, but were not successful. Will lodge new applications for 2021/22	Director Engineering
		Implement actions from existing capital works program	90% of works completed as detailed in the capital works program	50%		Although applications were not successful for funding for shared paths, Council will consider undertaking revised projects to complete installation of some priority paths. Council is to undertake a community survey in conjunction with Albury City with regards to gauging support for a proposal to undertake further	Director Engineering





DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						assessments of the route	



2.5: Council provides learning and development opportunities for all

2.5.1: Community spaces allow our residents to learn and engage

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.5.1.1	Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	Investigate alternative methods of service delivery to rural and remote communities	Report on mobile library usage and alternatives presented by 30 June 2019	60%		Mobile library usage is presented to Council on a monthly basis. Due to COVID-19 the libraries in GHC have moved quickly and smartly to an online environment changing the delivery of library programs and services to the community and there has been a significant increase in members accessing online resources, online programs and storytime. Libraries are now at the beginning of January 21 offering again programs in the	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						libraries including storytime, holiday programs, after school homework club, and availability to use the public access computers.	
		Create and promote traditional and online library services	Develop and implement an outreach program to promote online resources and traditional library resources at two communities annually	100%		During Q2 the following outreach services were provided to the community Book Week 2020 Outreach Services provide to: Jindera Public School Jindera St John's School Culcairn Public School St Joseph's Culcairn Gerogery Public School Burrumbuttock Public School Brocklesby Public School Walla Walla	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						Children Services Jindera Preschool All Henty Schools program delivered in the Henty Park Christmas presentations were also delivered to the Henty Children Services	
		Investigate and implement new and innovative programs in Council's libraries	Children's programs delivered in conjunction with RRL. Youth programs delivered. Author talks conducted.	60%		Bees wax wraps workshop With the aim of encouraging more young adults to join and regularly borrow from our libraries on 26th November we ran an evening Bees Wax Wraps workshop for ages 16-24. During Q2 Holbrook, Henty and Culcairn presented one on one Story Time for individual families whilst we were not permitted to run	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						our regular Story Time programs. Story Time commenced again in libraries in December. In conjunction with RRL all libraries provided either in house Christmas holiday programs or programs for members to pick up and complete at home.	
		Promote existing programs to increase library participation	Report on library membership and participation in library programs presented to Council annually	60%		Library membership and participation in library programs reported on a monthly basis to council.	Team Leader Library & Youth Services
2.5.1.2	Create an environment that attracts and enables caring and qualified staff	Library staff to attend a minimum of two training information days with RRL	% of staff attending two training/information days	60%		All library and customer services staff located at Henty, Culcairn and Jindera have completed online Digital Health	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						<p>Training. The training is part of funding from Australia Library Information Association (ALIA ). Funding will also be used to hold morning tea events introducing My Health Records training to community members. The morning tea will also be held in partnership with local LHAC's.</p>	





## 3: Growth and Sustainability



Objective: We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities.




### 3.1: We have prosperous and diverse local businesses and a growing economy



#### 3.1.2: Partner with local, state and national departments and organisations to grow and expand accessible and inclusive local business


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.1.2.1	Promote industrial development to enhance employment opportunities	Promote the existing industrial land development at Holbrook and Jindera	Promotion plans developed and implemented	50%		All available Industrial land sold. Plans well advanced for the release of a further 7 lots at Jindera and 4 at Holbrook. A longer term development plan is also being developed for Jindera.	General Manager
		Assess development opportunities for industrial land development elsewhere in the shire	Feasibility report completed for industrial land development in Henty, Culcairn and Walla Walla.	50%		All current industrial land stock at Jindera and Holbrook industrial estates sold, or under offer. Work is progressing with	Executive Assistant



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						subdivisions at both sites. Level of enquiry for next stage(s) remains strong.	
3.1.2.2	Encourage and support local businesses to enhance employment opportunities	Continuance of Buy Local in Greater Hume campaign		50%		Business database updated in the quarter. Buy Local in Greater Hume campaign promoted in Community Newsletter. Advertisements placed in all community newsletters to encourage 'buy local this Christmas' message.	Executive Assistant
		Council's procurement practices to promote local purchasing where a fit for purpose and cost effective option is available	Compliance with procurement procedures monitored and reported to Directors	50%		Compliance with purchasing procedures continues to improve through the continued introduction of Vendor Panel. Local Preference Purchasing Policy	General Manager



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						to be reviewed during the third quarter.	
		Business newsletter compiled and released quarterly	Two forums held annually with Riverina Murray Business Enterprise Centre	25%		A total of 15 business alerts issued to database during the quarter. NSW Small Business Month promotion conducted in October. 2 workshops held, no of enrolled participants was 14.	Executive Assistant
			Membership of NSW Business Chamber maintained				
		Participation on RivJo Drought Sub Committee		50%		Participated in two zoom meetings. Adverse Event Plan completed and presented to Council in December 2020.	Executive Assistant
		Promote and support business mentoring and training services		50%		Council collaborates with NSW Business Connect program and specifically Kevin Bascomb Advisor, e.g. in	Executive Assistant


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						running the NSW October Small Business month training. Council promotes business training and mentoring support provided by this organisation to the business database and in business newsletters.	
3.1.2.3	Advocate for employment opportunities with new and existing business/industry and local training	Continue to promote the buy local policies and invest in attracting new business to improve employment	Annual investment in the Buy Local program	50%		Buy Local in Greater Hume promoted in Business Newsletter and Community Newsletter. Buy Local in Greater Hume Facebook page has 430 followers.	Executive Assistant
3.1.2.4	Review the provision of Council's services and take action to address services that impede the smooth	Investigate and adopt an option that allows remote access to Council's	Remote access technology installed at Culcairn Landfill	50%		Action is being taken to coordinate the remote access to Councils Culcairn Waste Management	Director Environment & Planning

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	operation of local businesses	Culcairn Waste Management Facility				Facility through separating the required work in to individual components which can be quoted upon separately.	
3.1.2.5	Council look for opportunities to address organic material in the waste stream	Investigate funding opportunities to process organic materials		25%		A survey to inform decision making on organic processing has been completed and the results will be provided to Councillors.	Director Environment & Planning




3.2: Our towns and villages are revitalised



3.2.1: Implement inclusive and accessible Small Town Revitalisation Initiatives for all villages and towns as part of the Master Planning Process

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.2.1.1	Undertake community consultation and undertake data collection and research to inform amendments to GHLEP 2012	Investigate options for amendments to GHLEP 2012 to support more opportunities for residential development		50%		A planning proposal for Culcairn is currently on exhibition. Further options for rezoning is being considered for Holbrook and Morven.	Director Environment & Planning
3.2.1.2	Continue to support and develop sporting facilities and other community infrastructure	Provide assistance to community groups in the development of funding applications	Promote and provide grant writing assistance to community and sporting groups when required (and where resources allow)	0%		Grant writing workshop provided via zoom to clubs and groups, particularly for Riverina Water Grants. One on one assistance provided to Walla Walla primary school and development committee, Holbrook schools	Manager Community Services
			Host two grant writing workshops in he shire each year				

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						through support for youth projects and Henty community groups	
		Promote Council's loans to community groups policy to encourage maximum uptake of available low interest loans	Promote council policy through shire newsletter on a quarterly basis and through community email database	0%			Manager Community Services

3.2.2: Develop a New Resident Attraction Strategy for Greater Hume Shire and expand new residential estates

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.2.2.1	Promote residential development	Investigate the cost of construction for residential land developments and initiate where approved by Council	Complete construction of the Walla Walla residential subdivision  Report on residential development opportunities in Culcairn and Henty presented to Council by 30 June 2019	50%		Council approval has been gained to acquire residential land at Culcairn with Consultants appointed to prepare concept plans and costings. Consultants appointed to develop detailed design of Stage 2 at Walla Walla.	General Manager
		Investigate the cost of residential land developments		25%		A residential attraction strategy will be developed during the third quarter. Agreement has been reached with a developer to create 8 lots on Council owned land at Henty.	General Manager
3.2.2.2	Attract new residents to the shire	Continue partnership with Country Change program auspiced by RDA Riverina	Discussion held with AlburyCity regarding possible partnership	50%		A total of 4 country change videos have been completed this quarter. Videos will be released early 2021. Residents Guide updated	Executive Assistant

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						and published and distributed to council offices. In December, the Revenue team has developed a welcome letter to all new ratepayers welcoming them to the LGA and includes a copy of the Residents Guide (which is a comprehensive guide and an excellent resource for new residents/ratepayers.	
		Develop a promotional plan to generate enquiry for allotments in the Jacob Wenke Drive Residential Subdivision at Walla Walla		75%		Promotional plan developed and partially implemented. All seven lots in Stage 1 are sold or under offer. Enquiries being received for the next stage of the estate.	Executive Assistant
		Develop new resident attraction strategy and collatorals		50%		Work this quarter has focused on planning for country change video shooting in October/November, sourcing talent, seeking	Executive Assistant










DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						<p>permissions and approvals. Videos completed. Council has joined the Regional Activators Alliance (Regional Australia Institute), which will create a national awareness campaign to promote the opportunities for living, working and investing in regional Australia. Council as an activator is a co-creator, and indirectly create touch points with a national metro audience with a groundswell about a changing perspective on where they want to live. RAA was successful in seeking significant government funding for the campaign (\$4.8M over two years). Media release issued. Officer interviewed by ABC Goulburn Murray regarding the initiative. The 3 year campaign will be launched early 2021. Two case studies have</p>	




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						been submitted to the creative agency. Council will proceed with the purchase of an englobo parcel of land at Culcairn for future residential development.	




### 3.3: Increased number of visitors enjoy our shire



#### 3.3.1: Develop a local tourism operator forum and strategy

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.3.1.1	Implement the Greater Hume Shire Visitor Experience Plan	Encourage development, promotion, funding and management skills of events which are family orientated, locally led and unique.	Conduct an Event Management Workshop and continue to update the Events Guide	50%		Held over until 2021.	Executive Assistant Tourism & Promotions
		Support Greater Hume Shire's tourism operators and event organisers to participate in Awards at local, regional, state and national level.	One Tourism Operator or Event Organiser entered in appropriate Awards each year.	50%		Held over until 2021.	Executive Assistant Tourism & Promotions
		Identify and develop interpretational signage for towns/villages, attractions and historical areas.	Interpretational signage developed as identified.	50%		Achieved and Ongoing	Executive Assistant Tourism & Promotions
		Work collaboratively with local, state and federal governments and organisations to enhance our visitor experience.	Continue our relationships with DNSW, MRT and Museums and Galleries NSW, NSW National Parks and Wildlife, Tourism Vic, NSW Rail Heritage,	50%		Working with MRT re border closures due to COVID restrictions, National Parks	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
			Destination Riverina Murray.			and Wildlife Service to develop a grant application for Hanel's Lookout.	
		Create an ambassador/famil program and develop workshops to promote the visitor experience.	Visitor Experience Ambassador Program developed and a yearly workshop conducted.	50%		Held over to 2021.	Executive Assistant Tourism & Promotions
		Ongoing development of Visitor Information Point network, with a greater emphasis on communication, training and famils		50%		Achieved and Ongoing - tour of Greater Hume VIP's dropping of new Visit Greater Hume Guide, maps, signage and other brochures.	Executive Assistant Tourism & Promotions
		Redevelopment of visitgreaterhume.com.au through OpenCities including ATDW	VIP knowledge is expanded through the ambassador program	50%		Achieved and Ongoing	Executive Assistant Tourism & Promotions
			Increased bookings through visitgreaterhume.com.au via				

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
			Bookeasy platform				
		Liaise with media by offering to arrange interviews, testimonials, new developments, special events, awards, articles, photography or regular spots on radio and TV or articles in print and social media.	Number of positive visitor and tourism media articles.	50%		Achieved and Ongoing - What to do in Greater Hume during Spring - Sent out to all media and used for other publications.	Executive Assistant Tourism & Promotions
		Continue to promote Greater Hume social media presence on Facebook and develop resources (eg photography and film) to expand into other sites such as Google maps and YouTube.	Gradual increase in social media presence, measured through likes, friends and followers.	50%		Achieved and Ongoing - gradual increase in social media followers and approx 300 posts sent out.	Executive Assistant Tourism & Promotions
		Develop self drive and walk/bike/ride tour itineraries incorporating historical and environmental attractions in towns/villages and shire.	Itineraries developed and maps/leaflets produced.	50%		Achieved and Ongoing	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Incorporate into budget attendance/presence at specialist events such as caravan and camping shows, travel shows and other specialist events by either tourism staff or operators.	Attend one event each year depending on cost.	50%		Held over to 2021	Executive Assistant Tourism & Promotions
		Greater Hume Tourism Public Forums held quarterly in different community locations where tourism operators, event organisers and interested members of the public are invited to discuss current tourism trends, initiatives and opportunities	Four Greater Hume Tourism Public Forums held each year	50%		3 Tourism and Promotions eNews sent out to all tourism operators in Greater Hume.	Executive Assistant Tourism & Promotions
		History and Heritage - Museums Program to provide guidance, training and expertise to our public and private museums and historical society's such as museum advisors, grants and volunteer and skill	Museum Program continued with an annual report on outcomes from the Museum Advisor provided to Council. satisfaction with heritage values and building greater than 4 as measured by the Community	50%		Museum Advisor engaged, working on major grant application to Create NSW for digitisation of	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		development workshops.	Satisfaction survey			GH community museums.	
		Natural Environment - Liaise with NSW Government agencies to further develop the natural areas of Lake Hume, Doodle Cooma Swamp, Gum Swamp, Woomargama National Park, Murray River, Benambra National Park, Billabong Creek.	Signage, Facilities and Promotional Collateral developed or upgraded. Satisfaction with protection of natural environment and wildlife greater than 4 as measured by the Community Satisfaction survey	50%		Working with NPWS on a grant application to Bushfire Local Economic Recovery Fund for development of Hanel's Lookout at Woomargama National Park.	Executive Assistant Tourism & Promotions
		Agri Tourism - Encourage individuals and agricultural businesses to develop farm gate and niche produce	Culinary and agri tourism businesses within the Shire participating in Murray Regional Tourism Food and Agri Tourism Program.	50%		Held over to 2021	Executive Assistant Tourism & Promotions









# 4: Good infrastructure and facilities



Objective: Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community.

## 4.1: Infrastructure and facilities meet the needs of our communities

### 4.1.1: Develop and implement five yearly Asset Management Strategy and Plans



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.1.1	Identify opportunities for external grant funding	Seek grant opportunities and advertise on Council's website	All relevant grants are advertised on GHSC website	50%		New grant funding streams are identified and promoted via business database emails, placed on website, and relevant grants information included in business newsletter.	Executive Assistant
		Council actively seeks and applies for grant funding for non-budgeted identified priority projects	Priority projects list developed and reviewed annually by Councillors  Number of projects identified and grants applied for	25%		Funding has been announced to strengthen and widen 5 bridges on Jingellic Road (\$926,282) and 1.9km of the Culcairn-Holbrook Road (\$677,526). No further funding	General Manager



DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						obtained during the second quarter.	
		Council actively seeks and applies for grant funding for non-budgeted identified priority projects		55%		Implementation has commenced with Roads, Water and Sewerage data to be input during third quarter.	General Manager
4.1.1.2	Ensure investment in the upgrade of roads infrastructure is targeted and prioritised	Review and implement Council's Roads Strategy	kms of road reconstruction annually as measured against current council benchmark	50%		Road Strategy is being revised. Revised strategy to be adopted in first half of 2021	Director Engineering
			Community satisfaction with town roads greater than 3.5, sealed rural roads greater than 3.5, unsealed rural roads greater than 3.0				
			kms of unsealed roads resheeted annually as measured against				

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
			current council benchmark				
			kms of sealed roads resealed annually as measured against current council benchmark				
			% of unsealed roads graded as measured against current council benchmark				
		Continue to collect and record asset data in order to inform current and future asset management strategies and plans	Appropriate asset management plans reviewed annually	50%		Ongoing data collection is continuing as required	Director Engineering
4.1.1.4	Develop an Integrated Asset Management Plan for all of Council's assets	Review the Asset Management Policies as required (by review date)	Integrated Asset Management Plan reviewed	50%		Asset Management Policy updated (adopted at October 2020 Council Meeting)  Other Plans and	Director Engineering


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						Strategies will be reviewed in 2021	

4.1.2: Engage the community to develop Recreation Plan describing accessible and age friendly public facilities in our spaces and places  
 Parks Playgrounds and Reserves Public Toilets Sporting Fields Swimming Pools Public Halls

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.2.1	Support with long term planning and maintenance at recreation grounds	Develop oval upgrade plans for Culcairn, Henty, Holbrook and Jindera incorporating drainage, irrigation and turfing options	Satisfaction with the provision and maintenance of sporting fields greater than 4 as reported in the Community satisfaction survey	75%		Oval plans for Holbrook, Henty, Culcairn and Jindera are completed. Tenders have been let and accepted with works progressing well on all 4 oval upgrades All Oval works including reshaping, drainage, irrigation and sprigging has been completed. Growing program has commenced	Director Engineering
4.1.2.2	Implement the program for the upgrade of public toilets and playgrounds	Update Henty Man Public Toilets		0%		The Henty Man toilet upgrade was not adopted as part of the delivery program	Director Engineering

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
						for the 2020/21 year	
4.1.2.3	Review current Public Toilet Upgrade Program and develop an upgrade program for playgrounds	Implement a process to review public toilet upgrade program and develop an upgrade program for playgrounds	Review of Public Toilet Upgrade Program and playground upgrade program completed	0%		Due to increasing grant work, project will most likely be held over to 2021/22	Director Engineering
4.1.2.4	Investigate option to replace the ageing Jindera Hall with a new facility	Determine whether grant funding is available to partially fund the Jindera Hall		20%		To date no suitable grant options have been determined	Director Environment & Planning

4.1.3: Affordable, accessible housing supports the needs of the community


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.3.1	Continue to provide social housing and consider supporting housing for disadvantaged younger people and families linking them to local services for support	Review social housing facilities and develop a 5 year Improvement Works Program	Provision of social housing retained	25%		Regular inspections ongoing. Maintenance reporting processes being streamlined and long term maintenance plan being developed	Director Corporate & Community Services

4.1.5: Improve streetscapes of our towns and villages


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.5.1	Develop and implement a street tree plan for each town and village	Map all street trees in towns and villages on Council's GIS mapping system	<p>Mapping completed</p> <p>Community satisfaction with the appearance of towns and villages greater than 4.0</p>	0%		Will be actioned in 2021.	Director Engineering



4.1.6: Expand waste water strategies into villages




DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.6.1	Investigate and develop concept designs for waste water collection and treatment in Gerogery, Woomargama and Burrumbuttock	Scope and cost schemes in each of the identified villages and document	Scoping studies completed	15%		Being progressed as part of IWCM strategy	Director Engineering

4.1.8: Mitigate against natural disasters (Flood and Bushfire Management)


DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.8.1	Implement strategies identified in the adopted Flood Plain Risk Management Plans and Bushfire Risk Management Plans with successful funding applications	Submit funding applications for flood and bushfire mitigation works and implement works if funding is successful Submit funding applications for Culcairn, Henty and Holbrook	Funding applications submitted	50%		Scoping and Design work is nearing finalization for flood management works identified in Holbrook, Henty, Culcairn, Jindera, and Walla Walla.  Grants will be lodged once this work is completed	Director Engineering

4.3: We minimise the impact on the environment


4.3.1: Waste Management Strategy incorporates recycling and carbon reduction actions

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.1.1	Develop a Waste Management Strategy that includes a transition to a waste facility with a Environmental Protection Licence	Undertake the adopted recommendations arising from the first year of Greater Hume Waste Strategy 2019-2023	Completion of the adopted recommendations of the first year of the Greater Hume Waste Strategy 2018-2023	0%			Director Environment & Planning
4.3.1.2	Investigate feasibility of introduction of kerbside collection of organics	Indicatively cost the provision of a third organics bin for kerbside collection		60%		Council staff have investigated both the cost to process organics and the cost for the collection.	Director Environment & Planning
4.3.1.3	Encourage purchase of material containing recycled content	Develop a sustainable purchasing policy to ensure procurement of material containing recycles content		0%			Director Environment & Planning



4.3.2: On-site Sewerage Management systems are environmentally sustainable

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.2.1	Continue to improve and monitor the management of onsite effluent disposal within the shire	Implement the On Site Sewerage Management (OSSM) Policy	Inspect a minimum of 50 onsite sewerage management systems annually	60%		Inspections are ongoing primarily through complaints and pre-purchase inspections.	Director Environment & Planning



4.3.3: Best practice waste water management

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.3.1	Manage waste water and effluent in a sustainable manner	Provide and maintain sewerage disposal and effluent re-use systems that meet the needs of residents of the shire		50%		All sewerage systems are operating to required standards	Director Engineering


4.3.4: Best practice weed management

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.4.1	Continue to support effective weeds management (private and public lands)	Actively participate in the Murray Weed Action Plan	Attend at least two meetings of the Murray Weed Management Committee per annum.	50%		When availability permits meetings have been attended.	Director Environment & Planning
		Undertake inspections on private and public land to detect and assess weed infestations	Undertake 400 property inspections annually. Satisfaction with noxious weeds management and control on public land greater than 3.25 as measured by the Community Satisfaction survey	50%			Director Environment & Planning

4.3.5: Drive energy efficiency with implementation of renewable and efficient assets and resources

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.5.1	Investigate opportunities to reduce the energy and water costs at Council's sporting facilities	Installation of energy saving infrastructure at recreation grounds across the shire as recommended by the energy audit	Installation of energy saving infrastructure completed at one recreation ground per year	0%		Investigation in energy use to be undertaken when resources permit	Director Engineering
4.3.5.2	Expansion of energy efficiency plan for Council public swimming pools	Investigate additional cost savings for swimming pools	Installation of energy saving infrastructure completed at Culcairn office	100%		Solar installations completed at shade/solar installations completed at Holbrook and Culcairn, Solar installed on roofs at Henty, Jindera and Walla Walla.	Director Environment & Planning

4.3.6: Manage water resources and water quality responsibly

DP Action Code	DP Action	Action	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.6.1	Implement the program of works identified in the Drinking Water Quality Management Plan	Implement the program of works identified in the Drinking Water Quality Management Plan for 2018/2019	Compliance with the water quality standards	50%		Works identified in Drinking Water Management Plan are being implemented as detailed in the plan	Director Engineering





